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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

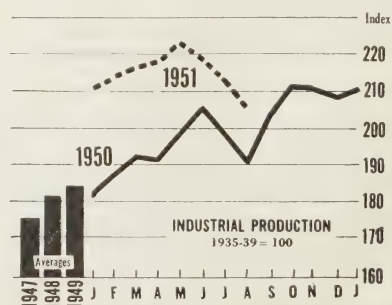
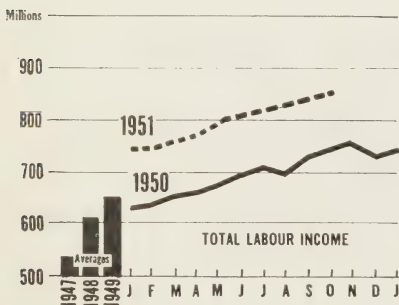
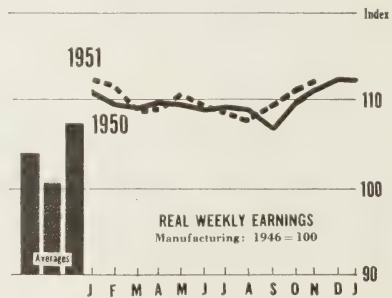
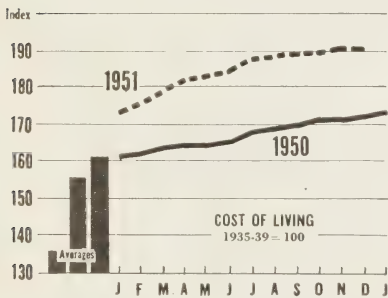
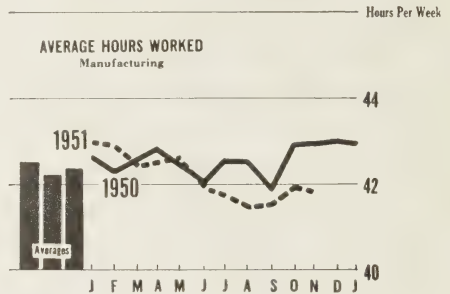
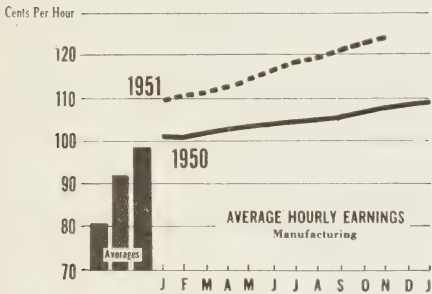
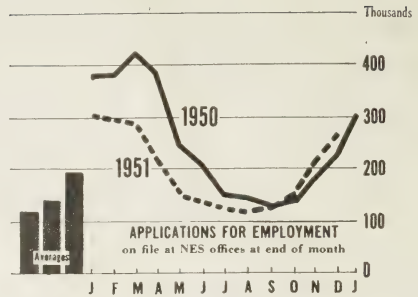
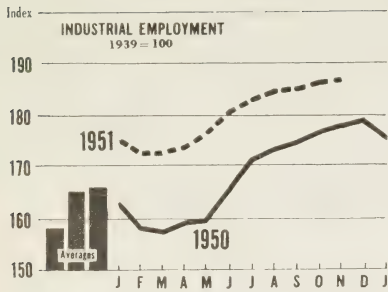
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

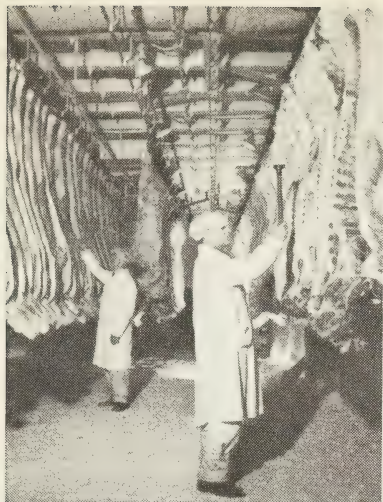
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Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press. (January 14)

*By Economics and Research Branch,
Department of Labour*

IN recent months the customary unemployment arising from the slackening of outside work has been aggravated by a continued decline in the production of some consumer goods. The number involved in non-seasonal lay-offs in November was more than 5,000 for the second successive month, with the textile, clothing and electrical apparatus industries accounting for half of the total. Material shortages were the cause of a few lay-offs, but the great majority were the result of high inventories and reduced consumer buying, accentuated in some lines by increased imports.

Lower levels of production in some industries have been reflected in a substantially greater volume of short-time work this fall than at any time during the past two years. Since July, the number of workers claiming short-time unemployment insurance benefits increased at the rate of 5,000 a month, reaching a total of 33,200 at the end of November. The latest labour force estimates of the Dominion Bureau of Statistics show that at the beginning of November there were 303,000 persons working 15-34 hours per week, an increase of 80,000 over the estimate for a year earlier.

While the current employment situation differs considerably from that of last year, there are many similar features. The end of the active period in agriculture, transportation, construction and related industries saw the usual 150,000 workers withdraw from the labour force for the winter. Another 50,000 moved into pulp cutting camps, establishing a record level of woods employment. Contrary to last year, however, the supply of labour for winter activities was more than adequate this year and many of the workers released from seasonal jobs remained out of work.

Following the trend that was established in September, the number of job applications registered with the National Employment Service in December continued above year earlier totals. On December 27, there were 266,600 applications, an increase of 40,000 over December 28, 1950. Three out of every four registered for full-time employment were drawing unemployment insurance benefits.

There has been considerable variation in the effect of these developments between the various regions. The impact of lay-offs and short-time has been heaviest in the central provinces, particularly in areas such as Windsor, Kitchener, London, Cornwall, Drummondville and Granby, where the manufacture of textiles, leather or consumer durables is the dominant activity. In other regions, and in many centres of Ontario and Quebec, the steadily increasing production on government defence contracts, industrial develop-

ment or military construction has moderated the seasonal increase in unemployment. The following table summarizes the recent changes in labour conditions:—

Areas of	December 15	December 1	November 1
Substantial labour surplus.....	5	1	—
Moderate labour surplus.....	20	13	3
Slight labour surplus.....	83	75	38
Balanced labour market.....	70	87	121
Marked labour shortage.....	—	2	16

The shifts between groupings show clearly the impact of seasonal forces superimposed on a reduced level of consumer durable and semi-durable manufacturing employment. At the same time, the position at the middle of December emphasizes the continued strength of other activities. There were but five areas with substantial labour surpluses (areas in which the ratio of job applications with NES to the estimated number of wage and salary workers exceeds 15 per cent), while in two-fifths of the total number of areas, labour demand and supply were in approximate balance (where the same ratio is less than 5 per cent). Toronto and Montreal remained in the latter category despite extensive lay-offs in the last two months.

The substantial amount of seasonal and non-seasonal unemployment tends to overshadow the steady employment expansion resulting from the growing volume of production for export and defence. An average monthly intake of 2,000 workers during the past year in the aircraft, shipbuilding and railway rolling stock manufacturing industries produced a slight increase in the transportation equipment group as a whole since mid-summer, in spite of the heavy lay-offs in automobile and parts manufacturing. Although many firms in the iron and steel industry have been affected by the drop in the production of domestic civilian goods, the impetus given by defence spending has been sufficient to cause a steady growth of employment in the group. A large part of defence expenditure is going into the electrical apparatus industry, in which recent lay-offs have been heavily concentrated. The electronics program, involving \$560 million over a three-year period, has been developing relatively slowly; consequently, the full impact on the industry has yet to be felt.

It is to be expected that areas of labour surplus will become more numerous in the coming months, since seasonal unemployment generally rises until February. Despite the defence program, the rapidity of recovery in the spring depends very largely on the liquidation of abnormally large inventories of consumer durable and semi-durable goods. In this, current cut-backs in production appear to be having some effect. The value of manufacturers' inventories of consumer goods, which rose by about one-third during the spring and summer, increased by less than one per cent during October, while the dollar value of shipments continued to rise. This levelling-off process may indicate that further lay-offs will not be necessary. At the same time, the high level of farm and labour income, combined with the rising trend of personal savings indicates the possibility of a strengthening in consumer demand, which would be reflected in greater employment as retail and manufacturers' stocks need to be replenished.

The possibility of a greater volume of buying is further strengthened by recent relaxations of consumer credit regulations. The most important change is in the time allowed to pay for goods purchased under an instalment plan, which has been extended from twelve to eighteen months. This change may stimulate the sale of such goods as motor cars, washing machines, refrigerators, other electrical appliances and furniture.

CURRENT LABOUR STATISTICS

(Latest available statistics as of January 10, 1952)

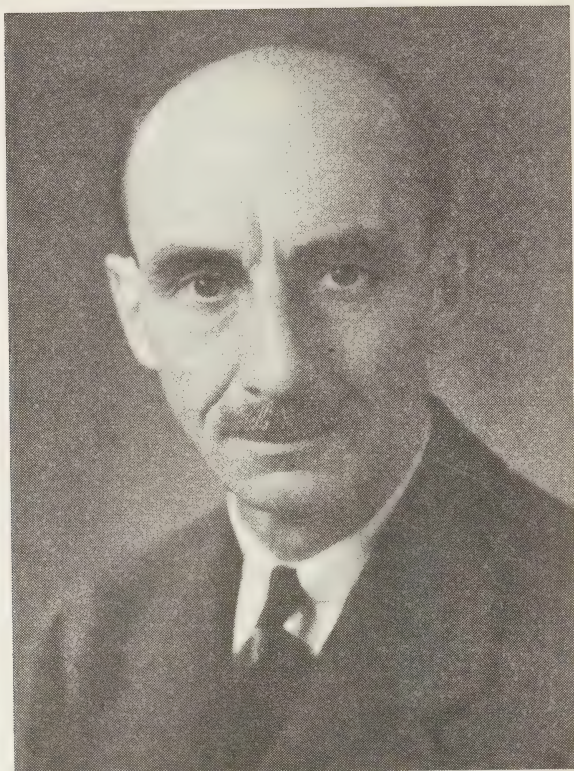
Principal Items	Date	Amount	Percentage change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force, (a).....	Nov. 3	5,210,000	—	—
Persons with jobs (a).....	Nov. 3	5,110,000	—	—
Persons without jobs and seeking work (a).....	Nov. 3	100,000	—	—
REGISTERED FOR WORK, N.E.S.—				
Atlantic Region.....	Dec. 27	27,293	+31.3	— 3.0
Quebec Region.....	Dec. 27	79,564	+40.8	+11.9
Ontario Region.....	Dec. 27	84,956	+16.5	+60.6
Prairie Region.....	Dec. 27	34,876	+28.8	— 7.5
Pacific Region.....	Dec. 27	39,892	+30.0	+ 7.7
Total, All Regions.....	Dec. 27	266,581	+28.2	+17.5
Ordinary claims for Unemployment Insurance Benefit.....	Dec. 1	153,651	+54.0	+23.1
Amount of benefit payments.....	Nov.	\$5,107,466	+30.9	+22.1
Index of employment (1939=100).....	Nov. 1	186.2	— 0.2	+ 4.5
Immigration.....	Sept.	13,228	—23.3	+139.4 (b)
Industrial Relations—				
Strikes and lockouts—days lost.....	Dec.	117,045	—	—37.1 (b)
No. of workers involved.....	Dec.	12,587	—	—54.6 (b)
No. of strikes.....	Dec.	19	—	+46.0 (b)
Earnings and Income—				
Average weekly wages and salaries.....	Nov. 1	\$51.97	+ 0.7	+12.3
Average hourly earnings (mfg.).....	Nov. 1	\$1.24	+ 1.3	+16.1
Average hours worked per week (mfg.).....	Nov. 1	41.8	+ 0.2	— 2.8
Average weekly earnings (mfg.).....	Nov. 1	\$51.62	+ 1.1	+12.8
Cost-of-living index (av. 1935-39=100).....	Dec. 1	191.1	0.0	+11.7
Real weekly earnings (mfg. av. 1946=100).....	Nov. 1	111.7	+ 0.6	+ 0.7
Total labour income.....	Sept.	\$848,000,000	+ 1.8	+16.5
Industrial Production—				
Total (Av. 1935-39=100).....	October	212.6	+ 2.1	+ 0.9
Manufacturing.....	October	219.4	+ 2.5	— 1.0
Non-durables.....	October	195.8	+ 3.2	— 0.8
Durables.....	October	259.9	+ 1.6	— 1.4
Trade—				
Retail trade.....	October	\$902,400,000	+ 1.3	+13.5
Exports.....	Nov.	\$379,500,000	+ 2.3	+29.7
Imports.....	Nov.	\$326,600,000	— 5.1	— 0.4

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

New Year's Messages



**The Honourable
Milton F. Gregg
Minister of Labour**

On the eve of another New Year, as I extend greetings to the working people of Canada, I am sure that all in this nation would wish to join in offering our best wishes to those of our fellow Canadians who are in other parts of the world working to sustain peace. I am sure also that all Canada joins in extending a very special greeting to their loved ones here at home.

While thousands have known the joy of reunion this year, many other thousands have learned what it means to keep the spirit of Christmas bright with only a picture or an airmail letter to fill the gap in the family circle. It should be some comfort at least to them to know that their fellow Canadians understand and appreciate the extent of their sacrifice on behalf of world peace.

It is usual at this time for the Minister of Labour to take a look at how Canada's working force has fared within the economic setting of the year just past. However, no one can look back over the Canadian story in 1951 without being conscious of one entry in the records, standing out above all others—the contribution by Canadians to the fight for peace in Korea. Over the whole otherwise generally happy and prosperous Canadian scene in 1951 hangs a picture of a young man in mud-stained battledress peering out from a wind-swept slit trench. Surely he must be nominated the outstanding Canadian in 1951.

In addition to those efforts and to the added task of helping to strengthen the peace ramparts of Europe, 1951 saw Canada making great strides in building the broad outline of her defences, both immediate and long-range, while at the same time keeping healthy her normal economy and proceeding with developments of great importance to the future of all of us either for peace or for any further emergency.

The addition of a broad program of defence production to the structure of a normal peacetime economy resulted in a level of activity never before equalled in this country's history even during World War II.

The year saw the establishment of large defence industries together with a substantial increase in the strength of the Armed Forces. There has been an increasing flow of goods from basic industries to meet the strong domestic and export demands, a surge of mineral, forest and water-power development, and a record volume of construction.

During the summer of 1951 there were about 5,350,000 Canadians at work, more than a million more than were employed in 1939.

For the Canadian worker, 1951 was on the whole a very good year, but in some ways a paradoxical one. Employment and wages were never higher but at the same time consumer prices rose and small pockets of unemployment were produced by the shifts in labour demand which took place during the year. In general, however, supply and demand were fairly well in balance and shortages of certain workers did not turn out to be as severe as had been anticipated.

Probably the most interesting feature of 1951 labour market was the shift of labour into areas where resources development projects were under way. New townsites and industries have grown up as a result of these projects, many of them in remote and unsettled regions. There was a steady movement of workers to such areas as the aluminum project in British Columbia, the construction of a 365-mile railway and terminal facilities to transport iron-ore from Ungava, and the growing Alberta oil and chemical industries.

This resources development program has so captured the public imagination that it has, to some extent, obscured the expansion which has been going on steadily in our manufacturing centres. In the past year alone, manufacturing firms have added 65,000 employees to their staffs and

now provide work for some 1,100,000 wage-earners and salaried employees. Many new plants and plant expansions were completed or were in the process of construction in 1951, and these by September had created an estimated 15,000 new jobs, in addition to the construction employment they provided.

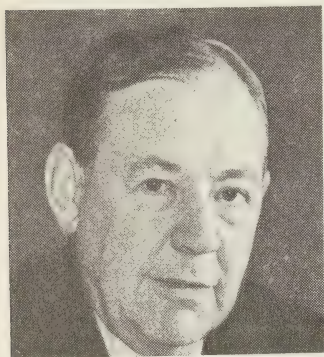
A large part of the increase in manufacturing employment in 1951 was associated with the growth of defence and defence-supporting industries. Defence expenditures have put the greatest emphasis on the production of aircraft, ships, and electronic equipment, together with the construction of airfields, radar stations and coastal installations. In contrast to the last war, when only air-frames were built here, the plant and labour force are now being assembled to produce both engines and frames, for jet and piston-type planes. Late in 1951, more than 20,000 were employed in the industry and the working force was being steadily expanded. In shipbuilding and ship repair work, a large part of which is for defence purposes, some 17,500 Canadians were engaged. The production of electronics, the third major phase of the defence production effort, has taken up much of the employment slack left by a falling-off in household appliance production. In addition, the requirements of defence plants provided a stimulus throughout the whole manufacturing industry.

Although the volume of residential construction was down in 1951, industrial and engineering work increased, so that at the peak of construction activity this past summer, some 400,000 were engaged in this work—an all-time high for the industry.

With a strong world-wide demand for pulp, paper, and lumber products, logging operators were operating at a high level throughout most of 1951. In spite of the difficulty of working in the woods in the spring and summer, an unusual amount of year-round cutting was carried on. Since much of this work is in isolated areas and labour turnover is heavy, it is difficult to state precisely how many were employed in logging in the East. It is probable, however, the woods labour force was increased by as much as 50 per cent on the average during the year. In British Columbia, heavy employment losses were suffered by loggers due to drought conditions which caused almost complete closure of the woods from June to September. The larger part of the 15,000 loggers in that

(Continued on page 10)

Percy R. Bengough, Trades and Labour Congress of Canada



On behalf of the great Canadian family of men and women affiliated to The Trades and Labour Congress of Canada it is a pleasure to extend to all that read or listen to our New Year's Greetings. We, in all sincerity, extend to you our best wishes for health, happiness and better buying dollars in the coming year.

The officers and members affiliated to this congress from Vancouver Island to Newfoundland fully realize that good wishes need to be supplemented with good deeds, and I can assure you that the working people of Canada will be only too pleased to do their part by co-operating with governments and industry to make 1952 a more productive and happier year. Co-operation, I would remind you, however, is not a one-way street.

Many improvements have to be made in Canada if happiness is to be the lot of our people. During the month of December a serious increase occurred in unemployment. People without gainful employment can hardly be expected to be happy. They certainly cannot be considered as prosperous with the cost of living at current heights.

A regrettable part of this current high level of unemployment is that it is not all due to seasonal lay-offs. While the problem of seasonal unemployment has still to be faced and brought under control, the fact is that many thousands of Canadians are out of work because of a reduction in general business activity.

Sales are falling: fewer purchases are being made of clothing, hardware, furniture, electrical appliances, rubber and leather footwear, automobiles and many other lines. As a result many workers are losing their jobs and we can expect to see many more follow into involuntary unemployment.

Two factors have contributed to the intensification of this serious situation: restrictions on credit buying and the wholesale importation of goods from other countries to the detriment of Canadian business and its employees. One would imagine that this would be recognized by our Government and be sufficient to create a desire in them to seek co-operation and planning as between government departments, Industry and Labour; instead of just drifting along haphazardly into confusion, causing misery for an increasing number of people.

Such recognition of the real factors at work and such desire for a correction of the trend of affairs is lacking in government circles as is so well borne out by the fact that one department of government is busily bringing in new immigrants to look

for work where there isn't any. To say the least, this attitude on the part of the Government is becoming very hard to explain to those of our people who have become themselves a new group of displaced persons.

In fairness to all of those seeking to enter Canada and to those already here, and in the best interests of those thousands of Canadians now unemployed, we should cease to allow any further immigration during the winter and off-season months. The time between now and when employment opportunities return could be used very well in planning a balanced immigration policy whereby new immigrants could be encouraged to come to Canada in conformity with national development needs and employment opportunities.

None can deny that the needs and possibilities for development are well nigh unlimited in this great and marvellous country. Canada needs a far larger population to assist in its development, to aid in its protection, and to provide a wider and more adequate home market; but immigration schemes that add only to existing unemployment and encourage the spread of misery are not conducive to the making of good citizens nor to the proper expansion of the country.

Teamwork by Government, Agriculture, Industry and Labour on this matter could lead to greater stability and bring prosperity to many more of the people: to those already here as well as to those now waiting in other countries for an opportunity to make new homes in Canada—people whose services we greatly need.

It is deeds like these that would greatly strengthen our good wishes and make for greater certainty of a happy and prosperous 1952.

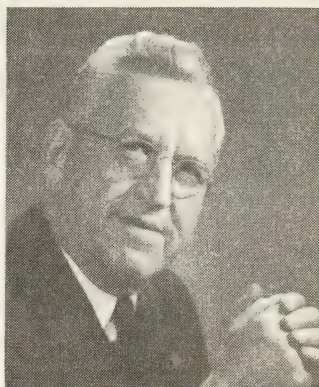
A. R. Mosher, Canadian Congress of Labour

We are coming to the end of a year which may be regarded in the light of history as one in which there were few significant events, but in which there was a general feeling of fear and frustration in the minds of millions of men. The war in Korea has dragged on, in spite of peace negotiations which alternate between what looks like progress and a stalemate which the Communist forces use to build up their fighting strength. Obviously the Chinese puppets are being controlled by Moscow, and Russia is supplying munitions and equipment, and quite likely members of their own armed services, who are getting valuable training for a war which at times seems inevitable.

The only source of satisfaction in this situation is that the United Nations is fighting aggression as a unit, even though a considerable number of nations have not even furnished token forces. The United Nations General Assembly and other bodies have been repeatedly bogged down by the unreasonable attitude of Soviet Russia and her satellites, and it is difficult to find much ground for a favourable outlook on the immediate future at least.

However, hope springs eternal, and it is perhaps only for this reason that mankind holds to its ideals and aspirations, still believing in progress onward and upward. In the long run, humanity is undoubtedly right, because in many respects life on this planet is more pleasant for more people than ever before, and in many fields of effort there is no difficulty in finding proof that the present is better than the past, and some justification at least for believing that the future will be still better than the present.

The organized workers, for example, in the industrialized nations of the world, have seen great increases in production accompanied by better wages and shorter hours of work. They have been able to obtain some measure of justice and security in their dealings with employers, and they have promoted social legislation in many countries, which has very greatly improved the lot of great masses of the common people. No single group in the community is entitled to the sole credit for the great

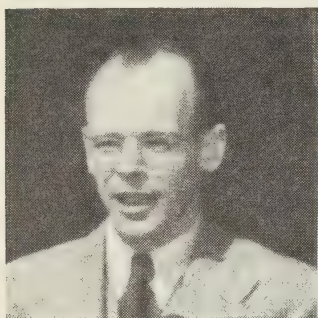


advances which have been made in the productive capacity of industry and agriculture, and the more profitable exploitation of natural resources. Inventors, technicians, executives in all the various branches of industry and finance, have co-operated with Labour to give us higher standards of living than have ever been enjoyed in the past by so many people.

It is most regrettable that, instead of being able to devote all our attention to the enhancement of life, materially and in every other way, so much of our effort and substance must be wasted for purposes of defence or in actual conflict. This world could be made a very pleasant place in which to live if we could learn to live together in understanding and goodwill. This, after all, is the message of Christmas, and the fact that it still warms our hearts and quickens our imagination at this season of the year is the best augury of a better world for future generations.

There is still much to be done, and everyone of us must accept his share of responsibility for whatever contribution he can make to human welfare, but the main thing, as we look into the New Year, is that we still may feel that we are buoyed by hope, and by the visible evidence all about us that progress is still possible, and a better world is in the making.

Gérard Picard, Canadian and Catholic Confederation of Labour



In this Christmas season the wishes of the CCCL go out in the first place to all workers and their families. On behalf of the movement I wish them all a very Merry Christmas and a bright and happy New Year.

More especially I wish a fruitful year's work for our militant workers and all our members, and continued progress for the movement and for the working class as a whole. The same wishes are also intended for the members and militant workers of Canada's other trade-union organizations.

The best wishes of the CCCL also go out to the religious and civil authorities.

May the efforts of all bring about the establishment of a spirit of justice, co-operation and peace, not only among Canadians, but also among all men of good will the world over.

(Concluded from page 7)

province were unemployed and, as well, shortages of logs caused lay-offs in many sawmills and wood products plants.

In keeping with Canada's international commitments, the Armed Forces have been built up to their largest peacetime strength, while in addition to the demands of defence production about 36,000 civilians were employed full-time in national defence work.

While these calls have been making strong demands on labour, employment problems were created during 1951 by a decline in consumer buying. The heavy purchases of such things as cars, household appliances and clothing which began in 1950 were not maintained throughout 1951. Cut-backs in employment in consumer goods industries began in the early summer, both in the form of lay-offs and short-time work.

This created an unusual employment situation. While there were surpluses of workers in Southern Ontario and in the Eastern Townships of Quebec, at the same time the need for workers was strong in other areas. More workers could have been used in harvesting in Western Canada and for logging and mining in Northern Ontario, Quebec and other provinces.

Shortages of workers during 1951, while perhaps not as severe as anticipated, were, in a few cases, a restricting factor on production. Early in the year, there was difficulty in meeting requirements for skilled workers in the metal-working trades, machinists, toolmakers, diesetters and similar occupations. This situation eased somewhat by the end of the year. There remained a continuing shortage of skilled

loggers, miners, and of some types of professional workers. This points up one of the continuing problems on the labour market, that of matching workers with jobs. The skills required by industry today are being developed by in-plant training programs and such organized training methods as those under the supervision of the Canadian Vocational Training Branch of the Department of Labour.

The flow of new workers into the country through immigration was greatly increased in 1951. These immigrants have been of particular value in filling positions where workers are most needed—logging, mining, farming and domestic service.

It seems likely that the main characteristics of the 1951 labour market will carry over into 1952. For the first few months of the year, winter unemployment will be present and there may be spotty unemployment throughout the year. But the basic economic trend is firm. There is a world-wide need for the food, lumber, newsprint and mineral products which the basic and manufacturing industries produce. The defence and defence-supporting industries will be getting into high gear. With a high level of national income, it seems likely that consumer demand will re-assert itself. In regard to construction, 1952 will be a busy year as there are a great many large-scale projects planned or underway which will take several years to complete. All these factors will contribute to a strong demand for labour, but with the readjustments which have been going on in the labour market, no over-all serious manpower shortage is foreseen.

Notes of Current Interest

Canadian Labour Income Reaches All-Time Peak

Canadian labour income rose to all-time peak levels in September and the first nine months of 1951. Total for the month stood at \$848,000,000 as compared with the previous high of \$833,000,000 in August, and \$728,000,000 in September last year. This brought the cumulative total for the nine months to \$7,092,000,000 as against \$6,053,000,000 the year before.

All industrial groups showed gains. September total for manufacturing was \$284,000,000 as against \$241,000,000 a year earlier, while labour income in utilities, transportation, communication, storage and trade amounted to \$214,000,000 against \$186,000,000. In finance and services, including government, the total was \$178,000,000 compared with \$159,000,000. Total for construction, at \$74,000,000 was \$16,000,000 above September last year, while in agriculture, forestry, fishing trapping and mining there was a rise of \$11,000,000 to \$70,000,000. Supplementary labour income amounted to \$28,000,000 compared with \$25,000,000.

Quebec Intends to Ban Employers' Unions

Quebec plans to amend its labour laws to ban employer-dominated unions, Premier Duplessis has declared.

He made the statement to a delegation representing the Quebec Federation of Labour (TLC).

The Federation, in a memorandum submitted to the provincial Cabinet, said the "gravest difficulty" facing organized labour in Quebec is "unprecedented development of . . . employer-dominated unions".

The premier told the delegation that the Quebec Labour Relations Act "has created a situation that we must remedy . . . Amendments to the law are needed and there certainly will be appropriate amendments. It is certain that employers' unions cannot be encouraged by any government conscious of its duty."

Wildcat Strikes Banned by John L. Lewis

John L. Lewis, president of the United Mine Workers of America, has given orders to all miners to put an end to wildcat strikes. In issuing the orders, the mine workers' president stated that the wave of unauthorized strikes in the past year had endangered the stability of the coal industry and hurt the union's reputation for living up to its contracts.

The *New York Times* reported that numerous mine operators affected by walk-outs have complained directly to Mr. Lewis. Following announcement of the new order, they expressed hopes that it would bring an end to wildcat strikes.

In a letter to the miners, Mr. Lewis pointed out that in nearly all the recent strikes or stoppages "the machinery incorporated in joint agreements for the consideration and disposition of grievances was not invoked.

"Unauthorized strikes," he said, "cause unnecessary loss of earnings to our members, work hardships upon their families and are not beneficial to the interest of the communities wherein they occur."

Dedicate Park in Honour of Samuel Gompers

The city of Washington has dedicated a park to Samuel Gompers, founder and first president of the American Federation of Labor. A monument to Gompers already stands in the park.

The plan to have the park named "Gompers Square" was begun by the Washington Central Labour Union and received the approval of the National Park and Planning Commission.

President Truman spoke at the dedication ceremony. Other speakers included Oscar L. Chapman, Secretary of the Interior; Maurice Tobin, Secretary of Labour; and William Green, President of the AFL.

The monument, in bronze and granite, shows Gompers seated, and above him an altar of justice. Claspings hands across the altar are figures symbolic of labour. Behind are figures of Justice and Liberty. A mother holding her child symbolizes labour's concern for the protection of the home and a child with a bowed head represents the need for the protection of children from exploitation.

The monument, to the erection of which thousands of workers contributed, was unveiled in October, 1933, by President Roosevelt.

Federal Aid Helps Build Papermaking School

A papermaking school containing a complete miniature paper mill was officially opened this fall at Three Rivers, P.Q. Under the federal-provincial Vocational Schools' Assistance Agreement, the federal Government contributed \$400,000 towards the \$1,750,000 which the building cost.

Speaking at the inaugural ceremony, the Quebec Premier, Hon. Maurice Duplessis, said Three Rivers had been selected for the school "because that city is the metropolis of the industry". It was expected, he said, that the school would turn out graduates who would immediately be ready to step into key positions in the industry.

"Competitive World"

"This is a competitive world," Mr. Duplessis added, "and one where only competence can be successful. We have given to the youth of the province the facilities to acquire that competence and it is now up to them to use it."

In referring to the federal Government grant, Mr. Duplessis gave assurance that it was made "with all the necessary protection for the rights of the province in the educational field".

The Vocational Schools' Assistance agreements provide that annual federal grants may be made to the provinces to assist in the promotion of vocational training on the secondary school level. One grant is available to be used specifically for capital expenditures on buildings and equipment. Agreements for a ten-year period have been entered into with all ten provinces.

New Vocational School Opened at Winnipeg

Completion of a \$3 million technical vocational high school at Winnipeg marks a further advance in Canada's vocational training program.

The school was officially opened on December 3 by the Lieutenant-Governor of the Province, the Hon. R. F. McWilliams, K.C.

Present at the ceremony was Dr. A. MacNamara, Deputy Minister of the Federal Department of Labour.

In a brief speech, Mr. MacNamara referred to the school as the largest developed under the vocational schools assistance agreement. While the credit is due to the Winnipeg School Board, he said,

"we like to think of the project as a partnership undertaking, because both the Manitoba and federal governments have contributed." Each government contributed \$247,000.

Unique Features

The design, organization and programs of the school, Mr. MacNamara said, have not followed the traditional pattern of vocational schools in Canada. A number of features are unique, such as the organization of the shops into families of crafts, the large undivided shop or laboratory areas, the building construction section in which a complete house may be built, and for which it may be removed to a permanent location without dismantling. For these reasons, he felt, results will be watched with great interest.

The deputy minister traced the development of vocational training in Canada from 1910 to the present time. During the 41 years, the federal government has contributed \$89,541,625. From the commencement of the federal grant system on April 1, 1937, to the end of 1950, a total of 961,000 pupils have enrolled in schools which have received federal aid. In 1951, 194,000 persons were taking vocational training in Canada.

Mr. MacNamara concluded by urging upon all employers the importance of vocational training and the need for increased activity in this field.

"Each year marks an increase in the number of men and women in employment," he said. "Today it is 5,300,000, in 1941 it was 3,700,000. One hears on every side that there is a shortage of skilled workers. There is only one way to overcome this shortage, and that is to train more. We have in Canada 30,000 apprentices; there should be 60,000. Vocational training schools will assist but employers must co-operate."

Auto Firm's Gift Aids Vocational School

For use in its newly organized course in automotive engineering, the St. Catharines Collegiate Institute has been presented with a complete 1951 automobile engine by McKinnon Industries, Limited, of that city.

The gift includes complete front and rear axle, wheel and brake assemblies and sectional cut-away models of differential assembly and transmission.

The company has expressed its intention of keeping the equipment up to date.

Constitution Violated, TLC Suspends Union

The Trades and Labour Congress of Canada has suspended from affiliation the International Union of Operating Engineers. Failure to comply with the TLC constitution was given as the reason for the suspension.

A letter sent to all Trades and Labour Councils and Federations of Labour, signed by General Secretary-Treasurer Gordon G. Cushing, said the suspended union "has for the last ten months ignored the constitution of the congress and letters to their headquarters on this subject remain unanswered."

According to the *TLC News*, the Operating Engineers have violated the constitution in two ways: they failed to provide the congress with a statement of the number of members in each local or lodge for which they are paying per capita tax and they failed to pay adequate per capita tax on their Canadian membership.

U.S. Opposes Lowering of Labour Standards

A policy statement opposing lowering of labour standards has been issued by the Secretary of Labour Maurice J. Tobin.

The Labour Department's statement, issued in response to requests from state labour administrators for guidance on national policy, was approved by the National Labour-Management Manpower Policy Committee and the Office of Defence Mobilization's Committee on Manpower Policy. The Labour-Management Committee is made up of top representatives of organized labour and management, and the ODM policy committee is composed of the federal mobilization agencies concerned with manpower problems, including Defence and Labour Departments and the Defence Production Administration.

"The mobilization authorities agree that the present situation does not require relaxation of existing labour standards except in unusual and individual cases—and then only on a temporary basis," Tobin said.

"Labour legislation which safeguards the health and welfare of workers is a vital part of the democracy we are defending. The application of the policy here recommended will go a long way to insure maximum production without needless waste of manpower and materials, and to maintain a healthy, efficient and dynamic labour force."

Anticipating that requests will be made for relaxing state laws and regulations on hours of work on emergency production, the policy statement says variations will be necessary "only in states with relatively high standards which are not sufficiently flexible to meet emergency needs." It warned that longer hours tend to increase accident frequency, and opposed any relaxation of industrial health and safety standards and regulations. Nor should there be any relaxation relating to work by minors under 18, or in the laws establishing minimum wages and regulating industrial homework, it added.

European Manpower Pool Unanimously Approved

A move toward a European manpower pool and the maintenance of full employment in member states was unanimously approved by the European Consultative Assembly at Strassburg on December 5.

A resolution was adopted calling for a semi-annual tabulation of the European price and employment situation by the secretariat of the Council of Europe. This, according to press reports, is viewed as the first step in the setting-up of a European employment service.

Setting-up of a joint raw material resources and purchasing board among member states, acting together with the United States and the Commonwealth, was also called for. Function of the board would be to hold down prices of basic commodities, stabilize markets, and make allocations for a "common strategy".

The resolution goes to the council's upper house, the Committee of Foreign Ministers, for consideration and, if adopted, will then go to the governments as a Council of Europe recommendation. The council lacks law-making powers.

Labour Presents Briefs to Quebec Cabinet

The Canadian and Catholic Confederation of Labour and the Quebec Provincial Federation of Labour (TLC) presented their annual briefs to the Quebec Provincial Government on December 11 and 12.

Subjects brought to the attention of Premier Duplessis and his Cabinet included price control, housing, Industrial Relations Act, and price of newsprint.

A more comprehensive report of the presentations will be given in an early issue of the *LABOUR GAZETTE*.

7,000 a Week Apply for Old Age Pension

At mid-December, applications for federal old age security pensions were continuing to come in at the rate of about 7,000 a week, according to Hon. Paul Martin, Minister of National Health and Welfare. Approximately 83 per cent of the estimated total of applications expected had been received by the end of November.

In addition, more than 19,000 persons who will not reach their 70th birthday until after January had already filed applications by December 15. Mr. Martin has announced that regional old age security officers are prepared to receive applications from persons reaching 69½ years. Early filing of an application, he pointed out, enables processing of documents and making arrangements for payment of the pension as soon as the applicant passes his 70th birthday.

Seasonal Conditions Slow Placement of Immigrants

Slackening of employment because of seasonal conditions has resulted in a slowing down of placement of immigrants in employment in Canada, Hon. Milton F. Gregg, Minister of Labour, has reported.

This has retarded the movement of immigrants through the hostels operated by the Department of Labour at Ajax, Ont., and St. Paul l'Ermite, P.Q.

Great Britain is Short of 400,000 Workers

Great Britain's employment exchanges are reported to have at least 400,000 vacancies which they are unable to fill. Aircraft and government ordnance factories alone need to increase their labour force by 175,000.

A Cabinet committee is urgently considering the problem of distribution of the country's limited resources to the best national advantage.

Recommendations have been made by the Minister of Labour and National Service involving curtailment of non-essential production and a diversion of displaced labour to essential work.

Achievement of the first would be substantially by administrative action through controls. The second would be accomplished by a return to the system of engaging labour only through employment

exchanges. The exchanges would encourage men to enter particular industries after careful review of the labour already employed, and would endeavour to prevent "hoarding" of labour.

The precise method of carrying out the two latter proposals, if the Cabinet accepts the plan, is not stated. It is expected that there will be no direction but that much will be done by administrative action and persuasion. Both management and labour will be consulted before action is taken.

Residential Construction Continues to Decline

Residential construction in Canada continued to decline in October with starts down for the sixth successive month and completions off each month since May. The decline in starts in October was slightly more than 49 per cent, while completions were down 14 per cent. In the first 10 months of this year, the overall drop in starts was 24 per cent, while the completions were down slightly more than four per cent.

Starts in October totalled 4,977 as compared with 9,773 in the corresponding month last year, bringing the total for the January-October period to 62,564 units as against 81,718 a year earlier. Up to the end of April, starts were slightly ahead of 1950, at 17,252 units as against 16,437, but in the May-to-October period dropped almost 31 per cent, totalling 45,312 compared with 65,281 in the same 1950 months.

Completions in October numbered 8,164 as compared with 9,528 a year earlier, and for the 10 months totalled 65,959 units as against 68,959. Up to the end of May completions rose to 32,085 units, as compared with 29,441 in the similar 1950 period, but from June to October fell to 33,884 units from 39,518 last year.

The combined result of these trends was a decrease to 55,180 units from 70,017, or 21 per cent, in the number of dwellings in various stages of construction at the end of October as compared with the same date in 1950.

Nine Million in Britain Are Union Members

Approximately 9,235,000 workers were members of British trade unions at the end of 1950, the *Ministry of Labour Gazette* has reported.

This figure is about 30,000 lower than that for 1949 and 80,000 below that for the end of 1948.

Flexibility of Wage-Price Ceilings Urged in U.S.

A "flexible" plan by which wage and price ceilings would be adjusted once every three months to match shifts in business, farming and living costs was put forward in a report issued December 1 by the U.S. Committee for Economic Development.

No matter how necessary, the committee said, wage and price controls exact an economic toll that makes it desirable to drop them at the earliest feasible moment. Such controls reduce the freedom of the market, tend to distort and eventually reduce production and "exact a moral as well as an economic toll".

The Economic Committee for Development, a *New York Times* press despatch reports, is a privately-supported organization of business leaders and economists. Organized during World War II to consider post-war production and employment problems, it has since made studies of economic and taxation policies.

The committee describes the plan as designed to "strike the best balance between the things that the controls can accomplish and their harmful effects on the economy," and to permit the expansion of production required by rearmament.

The plan would tie wage ceilings to the consumers price index; above-parity farm prices to the Department of Agriculture's index of prices paid by farmers; and business prices to similar formulas reflecting actual changes in major costs. ("Parity" is a theoretical figure that attempts to set a fair relationship between the price a farmer receives for his produce and the cost of what he must buy.) By following this system, the committee claims, "roll-downs" would be provided for, as well as increases.

AFL Proposes Changes in U.S. Wage Policy

A new wage policy that would permit wage increases for increased production and efficiency has been proposed by the AFL members of the Wage Stabilization Board in the United States.

The plan, outlined in the AFL's publication, *Economic Survey*, maintained that by cutting costs, wages could be increased without price increases. The AFL members suggested that such a scheme would permit a five per cent increase in wages above the present 10 to 12 per cent limit, based upon the level of wages in January, 1950, allowed by the Wage Stabilization Board.

The publication stated that "by improving efficiency we do not mean a pernicious speed-up with increased work loads. That would impair, not increase, real efficiency."

Elmer E. Walker, of the International Association of Machinists and a labour member of the board, remarked in referring to the plan: "You just can't say to the worker turning out ten pieces of something an hour that he must produce 11, 12 or 15 pieces in order to show greater productivity. He may cut the employer's costs by having fewer pieces rejected or by reducing the amount of scrap involved in his work. He may put out better quality work by one means or another, may boost his production by cutting the amount of absenteeism."

It is expected that the Wage Stabilization Board will soon rule whether such a plan is applicable to all workers.

Steelworkers Approve New Incentive Plan

An incentive plan that will allow production workers to increase their earnings by as much as 35 per cent has been announced by the Jones & Laughlin Steel Corporation of the United States. The plan, which was approved by the Wage Stabilization Board and the United Steelworkers of America (CIO), will cover some 25,000 workers.

Not Inflationary

A company spokesman stated that the plan would increase steel production and add to the employees' earnings without adding any inflationary factors. It is a modification of a plan used for some years prior to 1949.

The program, known as the "Equipment Utilization Type Plan," is based upon how much a given machine can produce. Thus, if a worker receives an hourly rate of \$2, and uses his machine at 74 per cent of capacity, he will receive \$2. But if he uses it to full capacity, he will receive \$2.70 an hour, or a 35 per cent increase.

The standard rate for any job has been set at 74 per cent of machine utilization. At this rate, the employee receives 100 per cent of the standard hourly rate.

At Jones & Laughlin, the average employee's rate has been \$1.95 per hour. It is expected that the average worker will receive 15 to 20 per cent more pay under the plan. Previously, about 7,000 workers at the Jones & Laughlin plants had participated in a "work-load" incentive plan.

Forced Labour Inquiry Begun by UN Committee

An inquiry into the subject of forced labour and measures for its abolition is now underway at Geneva. A three-member *ad hoc* committee set up by the UN Economic and Social Council to study the problem began its work early in October.

The Committee's task, as reported in the November 1 edition of *United Nations Bulletin*, is to "study the nature and extent of the problems raised by the existence in the world of systems of forced or 'corrective' labour which are employed as a means of political coercion or punishment for holding or expressing political views, and which are on such a scale as to constitute an important element in the economy of a given country".

To Report to ILO

The committee will examine laws and regulations and their application in the light of the above principles and, if it thinks fit, may take additional evidence into consideration. The committee is to report progress to the Economic and Social Council and the Governing Body of the International Labour Office.

The members of the committee were appointed jointly by the secretary-general of the United Nations and the director-general of the ILO. They are Sir Ramaswami Mudaliar, who headed India's delegation to the San Francisco conference and served as the first president of the Economic and Social Council; Paul Berg of Norway, former chief justice of the Norwegian Supreme Court and one-time chairman of ILO's Governing Body; and Felix Fulgencio Palavicini, who was one of the drafters of Mexico's constitution.

Grave Concern

Speaking for the director-general of the ILO at the opening meeting, assistant director-general Raghunath Rao pointed out that the ILO had been concerned with the problems of forced labour for many years. The matter had now arisen in a new perspective, he said which, led the ILO to place it on record that the existence of forced labour in many countries was a matter of grave and widespread concern, and to urge an inquiry into its nature and extent, including the reasons for which persons were made to perform forced labour, and the treatment which they received.

In his reply, Sir Ramaswami Mudaliar said the committee was charged with

making an impartial study, without prejudice. While the ILO looked at the problem from the point of view of working conditions, the Council envisaged it from the angle of respect for human rights. If forced labour really exists, he said, there is an obvious violation of one of the fundamental human rights as set out in the Universal Declaration.

Women Workers Increase in California Industry

More women were employed in California manufacturing plants in August 1951 than at any time since the end of World War II, the Department of Industrial Relations of the State of California has reported.

Women workers in manufacturing totalled 236,500 in August 1951, which was 29,100, or 14 per cent, greater than in August, 1950. This increase was concentrated in the durable goods group in which the number of women is now nearly half again as high as a year ago.

In Defence Industry

The hiring of women in four defence industries—aircraft, electrical equipment, machinery, and fabricated metal products—accounted for an increase of almost 30,000 women workers since August 1950. Aircraft plants added 19,300 women to their payrolls over the past year, bringing employment of women in this industry to 32,500 in August 1951. This was nearly two and a half times the number employed a year ago. Total employment of 12,100 women in the electrical equipment group was 61 per cent above August 1950; similarly, in machinery, the current level of 9,800 women is 61 per cent above a year ago. The fabricated metal products industry employed 10,800 women in August compared with 9,300 in August 1950.

In the non-durable goods group, employment of women in August 1951 remained at about the level of August a year ago.

Of significance is the fact that over the past year women workers were added to durable goods payrolls at a higher rate than men. The proportion of women workers rose to 17.2 per cent of the total work force in durable goods plants in August 1951 from 14.1 per cent a year ago. In August 1951, of every 100 aircraft workers, 21 were women; a year ago, 14 were women. Women comprise 35.1 per cent of the current work force in the electrical industry; a year ago the ratio was 29.1 per cent.

Wage Stabilization Board Adopts Equal Pay Policy

The Wage Stabilization Board has announced it will approve all wage boosts, without regard to existing regulations, which are paid to insure equal pay for equal work.

Such pay adjustments would take place in cases where persons because of sex, creed, race or national origin are receiving lower rates, WSB said.

The resolution setting forth "equal pay for equal work" was approved unanimously by the 18 public, industry and labour members of the board and was approved by Economic Stabilizer Eric Johnston.

"In Line with Policy"

The board said its resolution "is in line with its policy of fostering maximum defence production and promoting sound working relations." The resolution also stated that the equal pay principle is "part of a sound program seeking full utilization of all manpower during this emergency."

In approving the resolution, Johnston said "such an application of the equal pay for equal work principle may contribute to productivity."

WSB banned, however, large scale use of the resolution to correct interplant inequities.

In petitioning for an adjustment under the equal pay for equal work policy, employers must show that comparable quality and comparable quantity work is being performed by two sets of workers with different rates.

Two U.S. Supreme Court Decisions Affect Labour

The constitutionality of a state labour act and the demotion of eight employees who refused to cross a picket line have been upheld by two recent decisions of the United States Supreme Court. The court upheld the rulings of lower federal courts.

The picket line case was an appeal by the National Labour Relations Board from a ruling by the Federal Circuit Court in Chicago. In 1947, employees of the Bell Telephone Company in Illinois, outside the city of Chicago, and represented by the Illinois Telephone Traffic Union, went out on strike. The union set up picket lines outside plants, including those in Chicago whose employees were not on strike. Chicago employees are represented by the Chicago Telephone Traffic Union.

Eight members of the state-wide union, who worked in Chicago and whose bargaining agent was the Chicago union, refused to cross the picket line to work. The company demoted these employees from supervisors to operators. A Labour Relations Board order to the company to reinstate the workers with back pay was quashed by the federal court, which stated that the eight employees reduced in position were not entitled to any protection from the Board. The court ruled that supervisory employees were entitled to the protection of the board only under certain circumstances. Because the workers themselves were not seeking and were not entitled to seek benefits from the company, the eight employees were not entitled to board protection.

The Taft-Hartley Act, which became effective after this ruling, does not permit Board protection of workers classified as supervisory employees.

In the state case, a local of the International Longshoremen's Association (AFL) petitioned a federal court for an injunction against a Virginia act which set arbitration procedures and required a five-week strike notice. The union maintained that the state legislation conflicted with the Taft-Hartley Act and that the federal act should prevail. The federal court ruled that the union had adequate remedies in the state courts and could eventually appeal to the Supreme Court. The injunction was refused. The Supreme Court upheld the lower court's decision and supported the State Attorney General's statement that the constitutionality of the Virginia statute was not in question.

Recently the Supreme Court ruled that the Public Utility Strike Act of Wisconsin was unconstitutional because it conflicted with the Taft-Hartley Act (See L.G., May, 1951, pp. 699-701).

Andrew Murphy Member of Manitoba Labour Board

Manitoba's Minister of Labour, C. E. Greenlay, announced recently the appointment for two years of Andrew Murphy as a member of that province's labour board.

Mr. Murphy, who succeeds J. B. Graham, is chairman of the Manitoba executive committee of the Trades and Labour Congress of Canada. He is also a member of the minimum wage board.

Other employer representatives on the labour board are Joseph James, president of Winnipeg Labour Council (CCL) and R. B. Russell, general secretary of the One Big Union.

Solution Near to Bakers' Century-Old Problem?

A problem that has been troubling the baking industry in Britain for over a century—whether night baking should be abolished—now seems to be nearing solution.

A committee set up in 1950 by the Ministry of Labour and National Service to study the question has now brought in a report (Command Paper 8378) recommending limited abolition. The report reviews the history of the night baking problem from 1848, when a bill to prohibit night baking was introduced into Parliament.

Unions representing the bakery operatives have asked for total abolition of night baking between the hours of 10 p.m. and 6 a.m., except for certain preparatory workers. The social hardship which night baking is said to cause the workers is given as the main reason for the request.

The question, it is pointed out, is not simply one of deciding whether bread must be baked at night or can be produced during other times of the day without serious inconvenience, but has numerous implications. Besides the consequences for the bakery operatives and employers, there is the effect on the public and on transport and distributive workers in the industry, on gas and electricity supplies, and on prices.

The problem also has international ramifications, it is noted. As long ago as 1925 the International Labour Organization adopted a convention prohibiting night work in bakeries. Night baking has been abolished in some countries but not without some deterioration, it is alleged, in service to the community and an increase in the price of bread.

The number of workers concerned is not great. Out of a total of between 27,500 and 28,500 operatives working at some hours of the night, no more than half are engaged on continuous night work. The committee recognizes that for these workers a real hardship exists but feels that a new hardship would be created in the form of loss in earnings if the existing 10 per cent additional minimum rate payable for night work were dropped.

The committee did not consider that a case had been made proving that night baking is detrimental to the health of the operatives. It was more from the standpoint of public convenience that the committee framed its recommendation for limited abolition. In Scotland, it is noted,

a form of limitation exists ensuring that no one works at night for more than half the weeks worked in any calendar year. This arrangement the committee commends.

Certain exceptions are contained in the committee's recommendation, such as the requirements of the weekend trade, of the Jewish Sabbath, and of a night preceding a statutory holiday; breakdown of machinery is also considered reason for exception.

The committee expressed surprise that three independent committees have had to be appointed in 30 years to solve a problem which a "well-organized industry would long ago have settled for itself." This it attributes to "the regrettable absence of effective joint organization within the industry".

N.Z. Surveys Prospects for Older Workers

With the ageing of the New Zealand population, the male section aged 65 and over is now expanding more than 1½ times faster than the labour force as a whole.

Present employment statistics and future prospects are discussed in an article in the *Labour and Employment Gazette* for August, 1951. The Gazette is issued half-yearly by the New Zealand Department of Labour and Employment.

According to the article, slightly more than 20 per cent of the male population over 64 in New Zealand were employed during 1949. More than any other group of workers, it states, these men constitute marginal workers in the labour force, for the existing inducements to work or inducements to retire considerably influence the extent to which they enter the employment market.

As illustrated by a table covering the years 1906-1949, the decline in the proportion of men aged 65 or over who remain at work has been a long term movement. In 1906, 75.5 per cent of this age group, excluding Maoris, were in gainful employment. By 1949, this percentage had declined to 20.7, Maoris included.

The Social Security Scheme was introduced in New Zealand in 1938. The downward trend would, normally, have been accelerated by this legislation. Certain factors emerging out of the war years 1939 to 1945, however, counteracted this process. The full effect of the Social Security Scheme did not emerge, therefore, until the post-war years, the article states.

This is shown in the sudden drop in the proportion of elderly people working

from 30.6 in 1945 to 25.4 in 1946. This was over half the decline recorded over the previous ten years. Between 1946 and 1947, the rapid decrease continued when the proportion dropped to 21.0 per cent. Since then the downward pace has become slower.

Contrary to what might have been expected, the article continues, the bulk of older workers are not concentrated in the servicing but in the primary industries. Of all male wage-earners aged 65 or over, 39.5 per cent are in the primary industries. Food, textile, building and other secondary industries employ 25.9 per cent and tertiary industries, such as transport, finance and administrative, engage 34.6 per cent.

N.Z. Introduces New Apprenticeship Scheme

A new feature in apprenticeship in New Zealand was introduced when the Apprentices Act was amended in 1946 to provide for "daylight training" of apprentices.

The amendments to the Act gave effect to recommendations of a commission, appointed two years earlier, to inquire into apprenticeship and related matters.

Under its provisions, each New Zealand apprenticeship committee is required to give consideration to the question whether or not training during normal working hours should be introduced in its trade, and whether it is desirable and practicable.

The Court of Arbitration is empowered to order the attendance, during working hours or otherwise, of any apprentice at a technical school or other place where the Minister of Education is certain that suitable accommodation and training are available.

The committees, which held meetings in 1947, 1948 and 1949, made recommendations for the making of apprenticeship orders to the Court of Arbitration. The court, where employers and employees were agreed on the principle of daylight training, made orders in the form recommended. Where there was a difference of opinion, the court heard both parties, as required by the Act, and later made an order. It is interesting to note that in every instance of this kind the court, by unanimous decision, incorporated some form of daylight training in the order.

A brief description of what has been accomplished since the making of the first apprenticeship order in 1948 is contained in the *Labour and Employment Gazette* for August, the bi-annual publication of New Zealand's Department of Labour and Employment.

According to the report, daytime training schemes have been organized in the baking, electrical and motor industries, in engineering, carpentry and joinery, plumbing and gasfitting, and in the furniture trades. The first courses began in March, 1949.

Apprentices are required to attend the courses during the first three years of apprenticeship, and in some cases for the full term. Courses range in duration from one-half day every two weeks to four consecutive weeks a year. Additional attendance at evening classes once or twice a week is required in some courses.

Provident Funds for Indian Factory Workers

The Central Government of India has announced that compulsory provident funds will be set up for employees in industrial establishments. This applies to all factories employing 50 or more persons in textile, iron and steel, cement, engineering, paper and cigarette industries. Other factories in the above industries, employing fewer than 50 persons, may also be included. Newly-established factories will not be affected by the Government's ordinance for an initial period of three years.

The employer's contribution will be 6½ per cent of the basic wages and dearness allowance of the employees. The employee's contribution will be equal to that of the employer, but if the workers so desire, need not exceed 8½ per cent of his basic wages and dearness allowance.

The institution of a state-managed provident fund for workers in private industry is not a new one, states the Government of India Information Services. Such a contributory provident fund is now operating for workers in coal mines, as a result of the Coal Mines Provident Fund and Bonus Schemes Act of 1948.

Set Up School to Study Foreign Labour Relations

An Institute of International Industrial and Labour Relations—first of its kind in the United States—has been established by Cornell university.

The Institute was set up with three objectives: to give foreign union and industrial officials an opportunity to visit the United States and acquaint themselves with American labour relations practices; to analyse labour-management relations in foreign nations; and to train Americans for work in labour relations in foreign countries.

U.S. Bureau Reports on Equal Pay Experiences

The Women's Bureau of the United States Department of Labour has prepared a report of eight case studies in equal pay for women. Purpose of the study was to learn how equal pay has worked out in practice, and what the attitude of management is in companies which have followed an equal-pay policy for several years.

Eight firms were studied, all of which had at least five years' experience of an equal-pay system. One of the firms was in Maryland, which has no equal-pay law, and the other seven were in New York, which has a law prohibiting discrimination in rates of pay on the basis of sex. The companies included four manufacturing firms, two banks, and two department stores.

Information contained in the report was gathered in interviews with the management of each firm, and with the union in cases where a collective agreement was in effect between the employer and a union.

The bulletin, entitled "Case Studies in Equal Pay for Women", is available from the Women's Bureau, United States Department of Labour, Washington 25, D.C.

Italy Studies 5-Year Plan to Fight Unemployment

A five-year plan to stimulate production and combat unemployment in Italy is being worked out by the Ministries of Industry and Commerce, Agriculture, Public Works, Transport and Merchant Marine, the *New York Times* reports.

The project calls for the expenditure in the next five years of 500,000,000 lire (about \$800,000,000) to revitalize those sectors of the Italian economy that would respond most readily to capital investments.

Part of the plan calls for increased production of tractors and other mechanical farm equipment that would be sold to farmers on easy instalments. The plan would provide credits to farmers, small industries and artisans, for the financing of a railroad electrification program, for stimulating construction of houses and for increasing activities of shipyards.

AFL Bakers' Union Produces Safety Film

The Bakery and Confectionery Workers' International Union of America, AFL, has recently released "It's Up to You," a half-hour motion picture dealing with accident hazards and safety methods in the bakery and confectionery industries.

Working from a meeting of a union safety committee, the film "flashes back" as each member reports on a separate safety subject, detailing the type of injuries resulting and outlining methods of prevention.

The film, pointed primarily at accident repeaters in the ranks of the union, relies on the "shock" approach to reach them. However, it goes beyond the individual worker's responsibility for his own welfare and deals with management's responsibility in providing safe and healthful workplaces, making the point that safety devices are not "extras" but an integral part of plant and equipment.

Extracts from Hansard of Interest to Labour

Unemployment in London, Ont.

November 19

Mr. H. O. White (Middlesex East): I should like to ask the Minister of Labour what steps, if any, have been or are being taken to alleviate the serious mounting unemployment in London, Ontario?

Hon. Milton F. Gregg (Minister of Labour): Mr. Speaker, I do not think the seriousness of the unemployment situation is as great as my hon. friend implies in his question, but I can assure him that we are keeping in close touch with the situation.

Government Annuities Act

November 20

Hon. Alphonse Fournier (for the Minister of Labour) moved the second reading of Bill No. 23, to amend the Government Annuities Act.

Mr. Knowles: Has the parliamentary assistant answers to any questions that were asked at an earlier stage that he could give the house at this time?

Mr. Paul E. Cote (Parliamentary Assistant to the Minister of Labour): As I had occasion to mention during the debate on the resolution, it is our inten-

tion immediately after second reading of the bill to move that it be referred to the standing committee on industrial relations. Since hon. members who have taken part in the discussion of the resolution are members of the industrial relations committee I would think they would find it more convenient and more interesting to place their questions before the officials who will appear before the industrial relations committee, and have them discuss them in a more thorough way. Of course we would like this reference to the committee to take place as quickly as possible, and to leave all possible latitude to the committee to inquire into the administration of the Government Annuities Act and the nature and purport of the amendments which are being offered to the bill.

Question on Commissionaires' Wages

November 21

Mr. McLure:

1. What is the scale of wages paid to veterans employed with the Canadian corps of commissionaires?

2. Is the same scale of wages applicable for similar positions in the different provinces?

Mr. Cote (Verdun-La Salle):

1. and 2. Members of the Canadian corps of commissionaires are employed by a number of departments of the government of Canada, but a considerable number are also privately employed.

The wage rates of commissionaires employed by the government of Canada are established by the governor in council on the recommendation of the department concerned, concurred in by the Department of Labour and approved by treasury board, in accordance with the rate prevailing in the area of employment for the type of work performed, with a minimum of \$1 per hour.

Proof of Age for Pensions

November 27

Mr. L. O. Breithaupt (Waterloo North): I should like to ask a question of the Minister of Trade and Commerce. My question has to do with proof of age for old age pension applicants, some of whom are having great difficulty in establishing proof of age.

Is the bureau of statistics in a position to assist old age pension applicants to establish their age for the purpose of the act, when other forms of proof of age, such as birth certificates, baptismal certificates

and the like, are unavailable? If the bureau is in a position to assist in this connection, would the minister please state the procedure to be adopted by the applicant.

Mr. J. G. McLraith (Parliamentary Assistant to the Minister of Trade and Commerce): I would say that under Section 15 of the Statistics Act no individual return and no part of an individual return made for the purpose of the Statistics Act can, without the previous consent in writing of the person making the return, be given or published. However, in cases where the person making a census return completes a form authorizing the dominion statistician to furnish information from the census records as to age in the event that other proof of age is not available, the practice is for the bureau of statistics to supply the information in the census records for purposes of verifying the age as submitted to the old age security and old age assistance administrations.

Applicants for old age security, that is to say those over seventy years of age, who come under the terms of the federal Old Age Security Act, should apply in the usual manner directly to the regional director of old age security in the capital of the province of residence. Those 65 to 69 years of age should apply to the appropriate office in the province of residence charged with the administration of old age assistance.

Hon. members will notice that in no case can information be given except on the request in writing of the applicant. However, forms of request for search for this information as to age are available in the old age security regional offices.

Text of ILO Conventions

December 3

Mr. Paul E. Cote (Parliamentary Assistant to the Minister of Labour): Mr. Speaker, in conformity with the provisions of Article 19, subsection 5, of the constitution of the International Labour Organization, I desire to lay on the table the authentic text of the following conventions and recommendations which were adopted by the international labour conference at its 34th session held at Geneva in June, 1951, together with a copy of a letter from the Deputy Minister of Justice setting out the legislative jurisdiction for each of these conventions and recommendations:—

Convention No. 99 concerning minimum wage fixing machinery for agriculture.

Convention No. 100 concerning equal remuneration for men and women workers for work of equal value.

Recommendation No. 89 concerning minimum wage fixing machinery, agriculture.

Recommendation No. 90 concerning the question of equal remuneration for men and women workers for work of equal value.

Recommendation No. 91 concerning collective agreements.

Recommendation No. 92 concerning voluntary conciliation and arbitration.

Status of Newfoundlanders re Pension

December 4

Mr. W. J. Browne (St. John's West): I should like to direct a question to the Minister of National Health and Welfare. In view of the uncertainty as to the status of Newfoundlanders who make application for the old age pension, . . . will the minister be good enough to say whether or not residence in Newfoundland is equivalent to residence in any other part of Canada?

Hon. Paul Martin (Minister of National Health and Welfare): The position briefly is that there is no difference between the status of applicants for old age security benefits in Newfoundland and applicants in other parts of Canada. The Old Age Security Act, together with the Old Age Assistance Act which was passed in June of this year, requires that in order to be eligible for benefit an applicant must be able to show that he has lived continuously for the last 20 years in Canada.

Section 9 of the Interpretation Act states that every act of the parliament of Canada shall, unless a contrary intention appears, apply to the whole of Canada. Where the word "Canada" is used in the present bill it means "Canada as presently constituted". Canada as presently constituted includes the province of Newfoundland. Furthermore, by the terms of union of Newfoundland with Canada it is provided that, subject to the terms of union, the province of Newfoundland must be treated, in so far as welfare and public services are concerned, on the same basis and subject to the same terms and conditions as in the case of the other provinces of Canada. The terms of union were approved by this parliament, by the parliament of the United Kingdom and by the government in Newfoundland, and are part of the constitution of Canada. "Residence in Canada", under the terms of this bill, and under the terms of other statutes of Canada, means "residence in the territory now known as Canada".

Newfoundland is part of Canada. It follows therefore that anyone who has lived for 20 years in any part of what is now Canada can qualify in accordance with the provisions respecting residence set forth in the Old Age Security Act and the Old

Age Assistance Act. The same applies to the residence provisions in the Blind Persons Act.

Old Age Security Regulations

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, I should like to ask a question of the Minister of National Health and Welfare. Have the regulations under the Old Age Assistance Act and the regulations under the Old Age Security Act been made? If so, are they available? If not, when will they be available?

Hon. Paul Martin (Minister of National Health and Welfare): Mr. Speaker, the regulations have been formulated. They will be transmitted, of course, first to the provinces. It is hoped they will be mutually agreed upon well ahead of time, sufficient to permit the operation of the Old Age Assistance Act on the proclamation date. . . . The regulations under the Old Age Security Act will be tabled here as quickly as it is possible so to do.

N.E.S. and Provincial Labour Laws

December 7

Mr. J. W. Noseworthy (York South): Mr. Speaker, I should like to ask a question of the Minister of Labour. To what extent do the offices of the national employment service recognize the labour laws of the various provinces in which national employment service offices are located, when making referrals? If there are any exceptions, will the minister give an explanation?

Hon. Milton F. Gregg (Minister of Labour): Mr. Speaker, the hon. member for York South warned me that he was going to ask this question. In reply I think I could not do better than quote the pertinent instructions issued to officers of the national employment service of the unemployment insurance commission. Those instructions are:—

When orders are listed with any local office by an employer, and when such orders do not offer the minimum wages or working conditions specifically required by dominion statute or regulation, or by provincial statute or regulation, any variation from prescribed conditions will be brought to the attention of the employer in order that he may have opportunity to make correction. Only if the employer fails to make such correction, should the office refuse to undertake to fill the vacancies listed. The fact that an applicant may be willing to accept employment at a standard lower than that prescribed by governmental regulations furnishes no warrant whatever for the office to make a placement at less than the standard.

It is the responsibility of each local office to keep itself informed of all statutes or regulations fixing wages and working conditions in its district. These may include the fair wage schedules set by the Department of Labour regulating rates of pay on dominion government contracts; minimum wage board of the province; wage rates called for in legalized wage agreements between groups of employers and employees; and any other comparable legislation or regulations which may be issued from time to time.

As to the last part of the question, in which the hon. member asked me to give an explanation, if there are any exceptions, I would say that, in reality, there are no exceptions. But if an employer quotes in his order to the national employment service less than the provincial minimum rate

of wages, the matter is drawn to his attention and, if he corrects it, nothing further is done.

National Income

December 10

Mr. Dechene:

What was the national income in each of the years (a) 1931 to 1935 inclusive; (b) 1945 to 1950 inclusive?

Mr. McIlraith:

Net national income at factor cost, in millions of dollars:—

(a) 1931, 3,261; 1932, 2,582; 1933, 2,387; 1934, 2,820; 1935, 3,117.

(b) 1945, 9,788; 1946, 9,819; 1947, 10,916; 1948, 12,474; 1949, 13,169; 1950, 14,308.

Canadian Research Committee on Practical Education Makes Final Report

Committee recommends compulsory school attendance up to the age of 16 in all provinces, part-time education between the ages of 16 and 18, greater stress on a sound basic education, an extension of vocational courses, guidance in choosing employment to students by the schools

"Better Schooling for Canadian Youth," its final report, has been issued by the Canadian Research Committee on Practical Education, which for four years has been investigating the problem of what constitutes a suitable secondary school education for pupils who go directly to employment from school. The research was financed by various national associations, private companies and labour organizations.

The committee consisted of one representative each of a number of associations in the fields of agriculture, commerce, education, industry, labour and the home. The committee was assisted by provincial advisory committees of a similarly representative character.

The report states first the committee's view of the general purpose of secondary school education:—

The general aim of the school is to assist in the development of good citizens In other words, the school should seek to help the child develop those understandings, attitudes, habits, and skills that will enable him to become a well-integrated and socially responsible citizen who can think critically and independently about the problems of life.

The secondary school should not only enable each pupil to improve the basic skills of arithmetic, reading, and written and oral expression, to explore the general fields of knowledge, to acquire the ability to think clearly, and to develop high standards of personal conduct, but should also give him tolerance, an insight into the problems of modern society, and a sense of the obligations of democratic citizenship, should enable him to learn his own interests and capacities and to develop marketable skills, and should assist him to choose an appropriate career, the committee believes.

The authors of the report believe that as many young people as possible should have longer schooling than the minimum which is required by law in Canada. They point out that the period of compulsory school attendance varies from province to province and in some cases between urban and rural communities within a province. Generally it extends from about the age of six to the age of 14, 15, or 16 years. The committee recommends that the legal school-leaving age should be 16 in all provinces, in both urban and rural areas, subject

only to specified exemptions. At the same time, the report recommends that greater efforts be made by education authorities to provide varied programs of study which will be conducive to retaining pupils in school until they have completed their courses.

Education authorities should also seek to overcome economic reasons for pupils dropping out of school by keeping to a minimum the "hidden costs" arising from participation in school organizations and activities, recognizing the value of part-time work, and trying to secure financial assistance in the form of scholarships. Parents' attitudes of indifference may be changed through closer contact between the school and the home and a well-planned program of public relations to emphasize the benefits of better education.

The committee's investigations indicated grave deficiencies in the basic education provided by the secondary school. Surveys were carried on among employers and also among employees who had been out of school for two years, and both groups considered that the schools were not giving the necessary solid grounding in the fundamentals of arithmetic and in oral and written expression. They also stressed the importance of clear and logical thinking. The recommendations of the committee advise all teachers to place more emphasis on the fundamental skills and to strive to develop in all their pupils the ability to think clearly.

The report recommends that guidance be given to pupils in all secondary schools, to assist them in planning their courses of study, identifying their occupational interests, and choosing their employment. It is suggested that teachers assigned specific guidance duties should have special training and should receive assistance from business and industry in securing first-hand knowledge of the various types of employment opportunities and job requirements. That the school and the National Employment Service work in close co-operation is desirable, the committee states.

The committee believes that the development of sound attitudes and habits is most important in vocational education. Courses should be planned with the special employment opportunities of the local community in mind. The school should try to develop a recognition of the dignity and worth of all types of work. Students should learn in social science studies something about the organization of business and industry, the significance of social security, wage-hour laws, government ownership, the economic cycle, and related matters.

Specific training for particular occupations should be deferred as long as possible in order to provide more time for general education. Pre-vocational exploratory courses should be given which will assist pupils to choose areas for specialization.

The report advocates the extension of vocational courses in the secondary schools. Courses in business education should be extended to include training in merchandising and selling. Courses in industrial arts should be given in all schools and should include training in the basic skills needed in industry. Agriculture should be taught in secondary schools in rural areas, including practical courses such as farm mechanics, farm management, soil conservation and marketing. Attention should be given also to the means of making farm life more attractive: electrification, sanitation and health, recreation, and modernization of the farm home.

Practical vocational training must be given by teachers who have a thorough knowledge of their trade and practical experience in it. The emphasis should be on the development of basic rather than highly specialized skills, since employers will supply their own training for specific jobs. The committee recommends that work experience be co-ordinated with vocational education. Students should be able to combine part-time employment with their secondary school program, so that they may explore various avenues of work and acquire skills best learned on the job. The report says:—

It has been recommended above that the statutory school-leaving age be 16. However, this is recognized as an absolute minimum for full-time education, and it is suggested that part-time education be introduced for those between 16 and 18 years of age who do not continue full-time education. Even if this development has to begin on a modest scale, it should be extended as rapidly as possible to the point where the working time of young people of this age group is divided evenly between education and employment.

Emphasizing the need for further education beyond the secondary school level, the committee recommends that community institutes be established to provide an effective program of vocational and adult education co-ordinating, it might be, night classes, apprenticeship training, university extension and other cultural activities. The community institutes should be administered by representatives of industry, agriculture, labour and education in each municipality or school district, and should be financed by federal, provincial and local authorities, the committee suggests.

Annual Reports of Provincial Departments of Labour, 1950

Ontario report describes increased activity resulting from continuing industrial expansion in the province. Saskatchewan report points out a seeming paradox: both employment and unemployment rose during 1950

ONTARIO

The thirty-first annual report of the Ontario Department of Labour for the fiscal year ending March 31, 1950, describes the increased activity of the department resulting from continuing industrial expansion in the province.

The development of new industry, equipment and manufacturing methods has made the problem of factory inspection more complex, and although the total number of inspections was less than for the preceding year, in many cases the inspections were more comprehensive.

The demand for conciliation services in industrial disputes has grown, and the effectiveness of the assistance rendered by the department is demonstrated by the fact that in over 400 disputes only three strikes occurred after the appointment of a conciliation officer and the receipt of the report of a conciliation board.

A new peak was reached in the number of apprentices enrolled, particularly in the construction and motor vehicle repair trades.

Factory Inspection Branch

Inspections

The work of factory inspection was carried out by 34 field inspectors, eight women and 26 men. Three professional engineers carried on the work of examination of plans for new buildings or alterations to existing buildings.

Under the Factory, Shop and Office Building Act, 27,093 inspections of industrial and commercial establishments were made. Of 117 complaints of working conditions received, 61 were found to be justified after inspection and 56 were not. The largest number of these violations was in connection with facilities for heat and light; others concerned sanitation, fumes and dust, fire hazards, elevators, machinery guards, child labour, excess hours, overtime and double shift.

It is the duty of the inspectors to report violations of other Acts administered by the Department. There were 123

offences against the Operating Engineers Act, and 1,209 against the Minimum Wage Act, of which the majority consisted in the failure of the employer to post a copy of minimum wage orders. Inspectors also reported 25 violations of the Adolescent School Attendance Act.

Every grain elevator in Ontario was inspected at least twice during the year, and the value of the regulations for the maintenance of safe and healthful working conditions in grain elevators was clearly evident.

Industrial Hazards

An accident which keeps a worker away from his work for more than six days and any fatal accident or explosion must be reported to the Chief Inspector.

Fewer men and women were injured while working on their employer's premises than during the previous year. Fifty-one men and six women died as a result of industrial accidents, and 9,394 men and 674 women suffered bodily injury. In addition, 203 non-fatal and 26 fatal accidents occurred in establishments not under the jurisdiction of the Factory, Shop and Office Building Act.

Of the 244 cases of compensable industrial diseases reported, 210 were dermatitis, 20 were lead poisoning, five were pneumoconiosis, five were undulant fever, three were silicosis and one was pulmonary tuberculosis.

As a result of a survey conducted in co-operation with the Division of Industrial Hygiene, Department of Health, the regulations for the control of silica dusts and other hazards in the foundry industry will be amended.

Hours of Work in Factories

As in the previous fiscal year, the highly seasonal food-processing and wood-products industries showed the highest proportion of employees working in excess of a 48-hour week. Fewer firms applied for permits to authorize women workers to work from 6.30 p.m. to 9 p.m. in an emergency and for permits allowing the employment of women on a double-shift basis, between

6 a.m. and 11 p.m. The 1,172 permits issued for emergency overtime involved 10,164 women. Permits to employ women under a two-shift system were received by 223 firms. Permits authorizing waitresses in restaurants to work until 2 a.m. numbered 253. The permits for work in restaurants after midnight provide for the payment of a bonus of 30 cents a night to each worker and transportation to her home at the employer's expense. The transportation requirement may, however, be waived by the employee, if the Chief Inspector approves.

The practice of authorizing reduced lunch periods for women workers has continued without complaint from employees. In one case, at the request of the employees, the designated lunch period for tenders of automatic machines in the textile industry was replaced by two shorter rest periods in each eight-hour shift. This experiment is being closely supervised so that no health hazard may develop.

Child Labour

During the year 85 children under 14 were illegally employed, chiefly as delivery boys by drug and grocery stores. Since in each case the child was dismissed by his employer, no court action was taken by the department.

Approval of Building Plans

For the fourth consecutive year plans examined showed that the value of building construction had exceeded the previous maximum, although the number of plans had decreased. During the year 1,070 building plans at a construction cost of \$65,116,450 were approved as compared with 1,324 plans at a cost of \$61,276,500 during the previous year. The transportation equipment, iron and steel products and foods and beverages groups of the manufacturing industry made the largest expenditures on new buildings. Expenditures on buildings in public utilities were increased, due chiefly to the current program of converting 25 cycle electrical services to 60 cycle.

Homework

In 1949, 478 permits were granted to employers authorizing them to give out work of manufacturing or assembling articles to be done in the workers' homes at rates of pay approved by the Industry and Labour Board. Homeworkers' permits were issued to 4,236 persons.

Prosecutions

Only three prosecutions for violations of the Factory, Shop and Office Building Act were undertaken, as against 14 the year before. One was for neglect to correct a fire hazard as ordered, and two were for failure to submit construction plans for examination before work was commenced. Fines totalling \$80 were levied.

Board of Examiners of Operating Engineers

The number of persons appearing before the Board of Examiners of Operating Engineers for examination remained at the high level of the last few years. There were 1,827 applications, of which 576 were for re-examination; but 118 applications were refused as they did not meet the specified requirements. The Board issued 20,480 certificates of qualification to operating engineers and 289 certificates of registration to plant owners.

To investigate reported violations of the Operating Engineers Act and regulations, 334 inspections were made, in addition to the regular inspections made by factory inspectors. There were six prosecutions to enforce compliance with the Act.

Boiler Inspection Branch

The continued industrial expansion during the year resulted in an increase in the number of inspections of new boilers and pressure vessels (5,605 in 1949-50), new steam and refrigeration plants (89), and uninsured boilers (7,625). After examining more than 2,800 drawings, the Branch approved and registered 897 designs of boilers, pressure vessels and plants and rejected 57 for non-compliance with the requirements of the Code of the American Society of Mechanical Engineers. The report records the new type of installation built for the Hydro-Electric Power Commission of Ontario, in which a single turbine generator is served by a single steam-generating unit.

In establishments manufacturing boilers and pressure vessels, automatic welding of the submerged arc type is supplanting manual welding, but this mechanization does not appear to affect the employment of the individual welder. More welding establishments were visited and more operators tested than during the previous year.

The report reviews the investigations of boiler explosions occurring in Ontario during the year. One owner was fined for operating a high pressure boiler after it had been condemned by the boiler inspector.

Conciliation Service

Experience has shown that the intervention of a conciliation officer in a dispute has the useful effect of narrowing down the matters at issue. During the year, the Minister of Labour granted 433 requests for conciliation services. In 235 of these, the conciliation officer effected a settlement of the dispute and in 198 cases he recommended the appointment of a conciliation board. In 11 out of 14 cases where the report submitted by a conciliation board was not acceptable to the parties to the dispute, a conciliation officer afterwards succeeded in securing agreement between them. In 24 cases where there was no established procedure for settling a dispute and in which the minister's assistance was sought, the minister directed a conciliation officer to deal with the matter and in all but four an agreement was reached by negotiation.

On many occasions conciliation officers helped in drafting or improving collective agreements so as to reduce the likelihood of disputes and assisted in drafting terms of reference for the arbitration of a matter in dispute. In a few instances they acted as arbitrators under a collective agreement, but this is not a general practice. During the year 21 grievances led to seven cases of arbitration.

Investigations were made in 56 cases of alleged discrimination or unfair labour practices. In 23 a settlement was reached, and in 32 others an Industrial Inquiry Commission was appointed by the minister to hear evidence and make recommendations.

Another function of the conciliation officers is to act as industrial standards officers. Twenty conferences were conducted by them during the year at which schedules of conditions of employment in various industries were drawn up, raising to 134 the total number of schedules in force under the Industrial Standards Act.

Ontario Labour Relations Board

During the year, 477 applications were filed with the Board, including 458 for certification and 14 for revocation of certification, three requests to the Board to write final-settlement provisions in collective agreements, and two complaints of failure to bargain in good faith. There were 72 cases outstanding from the previous year. Of the applications for certification, 315 were granted, 116 dismissed, 29 withdrawn, and 69 were not completed by the end of the year. Eleven of the 14 requests for

revocation of certification were dismissed and three were pending. Representation votes were held in 83 of the certification cases. Ninety-one certification cases involved a contest between two or more trade unions. According to union affiliation, the 458 applications for certification were as follows: 198 TLC-AFL, 219 CCL-CIO, and 41 unaffiliated trade unions.

The Industry and Labour Board

The Apprenticeship Act, the Hours of Work and Vacations with Pay Act, the Industrial Standards Act and the Minimum Wage Act are administered by the Industry and Labour Board, which meets with employers and employees or their representatives on request to explain to them the requirements of the Acts as they apply to their particular problems.

Apprenticeship

A new peak was reached of 1,319 contracts of apprenticeship registered, of which 665 were in the building trades and 617 in the motor vehicle repair trade. The number of apprentices in the barbering and hairdressing trades again declined. Each year more persons are trained for these trades in trade schools than by apprenticeship. Eleven applications for renewal of licences were granted to hairdresser trade schools. Altogether there were 3,498 apprentices under contract at the end of the year.

An apprentice is required to attend the classes held for his trade. Full-time day-classes of two to three months' duration are now held in the building and motor vehicle repair trades, and 1,169 apprentices were enrolled in these classes during the period under review. During the years when apprentices do not attend day-classes, they are required, where possible, to attend evening classes from October to March. Noticeable improvement in the work of apprentices after school training has increased the interest of employers in apprenticeship training.

In the motor vehicle repair trade, all workers except registered apprentices are required to hold current certificates of qualification. By the end of the year the number of certificates issued had reached a total of 19,672, an increase of 843 over the previous year.

Hours of Work, Vacations with Pay and Industrial Standards

Under the Board's power to permit hours of work in excess of the 8- and 48-hour limits of the Hours of Work and Vacations with Pay Act, it approved the working of

overtime by the employees of 911 employers during the year. For most employees overtime may not exceed 100 hours in each calendar year. Blanket approval was given for overtime work by employees in the highway transport industry. Fifty-two authorizations were granted to permit employees in the fruit and vegetable processing industry to work longer hours.

The number of vacation-with-pay stamp books issued to employees in the construction industry and in other industrial undertakings is greater, year by year, totalling 271,852 for the period April 1, 1949, to March 31, 1950. The value of the stamps sold to employers during the same period was \$5,595,426.38.

Nine court actions were brought against employers under the Hours of Work and Vacations with Pay Act, four for failure to produce records, four for failure to give vacation pay, and one for permitting employees to work excessive hours.

Under the Industrial Standards Act, unpaid wages amounting to \$4,626.54 were collected from 18 employers who had failed to pay the minimum rates prescribed by the schedules applying to them. Fourteen prosecutions were instituted against employers in the barbering industry, 23 in electrical repair and construction, and one in plumbing and heating. Twenty-three convictions were obtained.

Minimum Wages

At the beginning of the fiscal year, a new procedure was put into force whereby the auditors of the Unemployment Insurance Commission, while making their audits for the Federal Government, check to see that employers in Ontario are paying the required minimum wages to their female employees. This arrangement provides for a more efficient coverage of industry and for a prompt contacting of new employers, while relieving many employers from making routine annual returns. In addition, questionnaires were sent to employers who had previously failed to comply with minimum wage orders. Under the new procedure, 27 violations were reported. Arrears of wages amounting to \$169.26 were collected from 13 employers on behalf of 16 female employees and eight other employers paid \$284.95 directly to eight female employees. Nineteen complaints of failure to pay the minimum wage rates were received. There were no prosecutions under the Minimum Wage Act.

SASKATCHEWAN

The seventh annual report of the Department of Labour of Saskatchewan for the year ending December 31, 1950, points out the seeming paradox that while employment rose in 1950, the number looking for jobs also increased because job opportunities did not become available on a scale commensurate with the increase in the labour force. There was no significant change in hours, and, while earnings rose on both an hourly and weekly basis, gains were offset by an increased cost of living.

Continued emphasis has been placed on improved administration of labour laws, and laws which had become inadequate are being consolidated and modernized.

The work of several branches of the Department was heavier as a result of the indenturing of a greater number of apprentices, the licensing of pressure welders for the first time and the larger number of inspections of electrical equipment carried out. There were only two short-lived strikes during the year.

New Legislation

The new Apprenticeship and Tradesmen's Qualification Act passed during the year is designed to increase the number of skilled tradesmen in the province. A new One Day's Rest in Seven Act was also passed and changes were made in the Minimum Wage Act, the Hours of Work Act, the Trade Union Act, and the Electrical Inspection and Licensing Act [L.G., 1950, p. 885].

Labour Relations

Time lost through strikes, which has declined steadily since 1948, reached a new low in 1950. Only 1,200 man-days were lost as compared with 4,548 in 1949. Of the time lost in 1950, 930 man-days were accounted for by a strike of civic power workers in Regina.

The number of applications for certification under the Trade Union Act has dropped considerably since the Act was passed in 1944, with the decline most noticeable in TLC unions. Fifty-eight applications for certification were dealt with by the Labour Relations Board during the year. Of these, 43 were granted, five dismissed and 10 withdrawn.

There were six applications for orders requiring employers to refrain from unfair labour practices, a decrease of 19 from 1949. Of these, three were granted, one dismissed and two withdrawn. The Board also dealt

with six applications for reinstatement of employees alleged to be wrongfully discharged and with 16 applications to amend or rescind existing Board orders.

As in the previous year, there was a slight decrease both in the number of conciliation boards established and in the number of firms involved. The department was able to settle 39 out of 47 disputes through informal conciliation. The report notes that "wages and general working conditions continue to constitute the main source of disagreement, although other matters, particularly grievances, are becoming more numerous". Nine conciliation boards were established during the year and their activities are briefly summarized.

In 1950 there were 290 local trade unions with a membership of 27,609, a very slight increase over 1949. Since returns made by local unions to the department's survey were incomplete, it is thought that the actual membership is probably higher.

Wages, Hours and Holidays

Amendments were made to ten of the Minimum Wage Orders, chiefly to raise the rates in the lumbering industry and to permit women in hotels and restaurants to work between 12.30 and 1.30 a.m. if free transport to their homes is provided by the employer.

Under Section 7 of the Minimum Wage Act, the Board may grant a special licence authorizing the employment of a learner at a rate of pay less than the minimum set by law. During 1950, of the 542 such licences issued, student nurses accounted for the greatest number (435), laboratory technicians for 23, X-ray technicians for nine, pharmaceutical apprentices for 28, law students for 19 and students in accountancy for 23. The provisions of Section 7 were made applicable during the year to student optometrists. Licences were also granted to five physically-handicapped employees.

One new Hours of Work Order was issued, Order 18, which permits employees in swimming pools operated by the City of Regina to work up to 88 hours in two consecutive weeks without payment of the statutory overtime rate of time and one-half which normally applies after eight hours in a day or 44 in a week.

In order to confine the 44-hour week within five days, 11 authorizations were issued by the Minister under the Act permitting a 9-hour day for 4 days a week. Ten authorizations were issued permitting special arrangements for shift workers.

During the year, 4,310 inspections were made by the Wages and Hours Branch.

Arrears in wages collected under the Minimum Wage, Annual Holidays and Industrial Standards Acts amounted to \$24,925.31 representing a decrease of approximately \$12,000 from the previous year. Eleven prosecutions were instituted under the various Acts; convictions were registered in seven cases.

Apprenticeship and Tradesmen's Qualifications

As regards the new Apprenticeship and Tradesmen's Qualification Act (which came into effect on February 1, 1951), the report expresses the hope that "not only will the general public be better served by higher standards of workmanship, but also that the tradesmen themselves will be protected from unfair competition."

During the year, 189 apprentices were indentured, an increase of 47 over the previous year. At December 31 there were 574 subsisting apprenticeship contracts.

Inspections decreased considerably—2,637 as compared to 5,095 for the preceding year. "The decline in inspections is attributable in part to the inspectors spending part time as instructors in the apprenticeship schools and part time in consultation with trade advisory boards respecting the preparation of new regulations," the report states.

Boilers, Factories and Elevators

A new activity of the Boilers, Factories and Elevators Branch during the year was the testing and registration of a large number of pressure welders following the issue of regulations respecting pressure welding. "The regulations are timely in that several extensions and new installations of oil refinery equipment and high pressure power plant equipment are presently being made," the report points out. During the year 183 welders were given qualification tests or retests and authorizations were issued in 73 cases.

Liquefied petroleum gas installations in the province increased during the year but it was found that fewer inspections were necessary because of the educational work previously done by the inspectors. Fewer defective new installations and fewer violations of the regulations were found.

Regulations governing passenger and freight elevators were amended and a large number of unsafe elevators were replaced or repaired. Operation of a passenger elevator requires an operator's licence, issued subject to a special test conducted by an elevator inspector. The total number granted during the year was 242.

Engineers' examinations and the issue of certificates to engineers and firemen were

comparable to the number and class issued in the previous year; 30-day permits issued to different classes of engineers more than doubled, indicating that there is still some shortage of engineers in the province holding the correct class of certificates for the positions available.

A total of 954 inspections of grain elevators were carried out and 296 inspections of garages and other factory inspections were made.

Electrical Inspection and Licensing

The increased activity of the Electrical Inspection and Licensing Branch was explained partly by a greater demand for the inspection of electrical installations in new construction and partly by the rapid

expansion of the Saskatchewan Power Commission. Nearly 8,000 more inspections were made than in 1949. Nine persons were prosecuted.

Theatres and Public Halls

A total of 1,282 inspections was made in theatres and public halls by the three inspectors connected with the Theatres Branch of the Department. Most of the travelling shows and stampedes were inspected at some point on their itinerary during the summer. The report notes that owners of theatres and public halls continue to show a very co-operative attitude in meeting the requirements of the regulations, and that their premises have been generally well maintained.

U.S. Price Controls Show Some Success in Limiting Rises in Commodity Prices

Approximately 85 per cent of foods included in the official retail food price index affected by controls. Price rises since controls were imposed have been small; prices have remained relatively stable

Price controls in the United States have had some effect in limiting the rise in the price of controlled commodities, according to an article in the October issue of the *Monthly Labour Review*, published by the United States Bureau of Labour Statistics. The article surveyed the rise and fall of prices of foods that became subject to control on January 26, 1951, and which were later subject to more specialized ceilings by the Office of Price Stabilization.

Approximately 85 per cent of the foods included in the Bureau's retail food price index were affected by the controls. By July 30, 1951, the controls had shown some success in halting the rise in price of food items in the index, according to the article, beyond the base period levels allowed under the General Ceiling Price Regulation. The base period established by this regulation was December 19, 1950, to January 25, 1951.

However, up to and immediately following the issuance of the Regulation, the retail price level of foods reached new highs. By the end of 1950 they were almost at the July 15, 1948, peak and were four per cent higher than that by February 15, 1951.

The period immediately following the outbreak of the Korean war was marked by significant price increases. From June 23 to July 17, 1950, such items as cocoa beans, coffee and sugar increased considerably in price.

After the middle of 1950, price increases tapered off. Then, despite plentiful supplies, another spurt occurred prior to the introduction of controls.

The total rise in prices from June 15, 1950 (pre-Korea), to January 15, 1951, just before controls were introduced, was nine per cent compared to two per cent from January 15, 1951, to February 15, 1951. Since February 15, 1951, price changes have been small and varied in movement. By July 30, 1951, the retail food price index was estimated to be about two-tenths of one per cent below the February figure.

Of the items on the index, 28 per cent were subject to maximum percentage mark-ups over costs (dry groceries) on March 28, 1951. Dollar-and-cent ceilings for beef, accounting for 12 per cent of the index, were introduced on May 14. About 43 per cent remained under the General Price Regulation of January 25 and 17 per cent were left uncontrolled

After the nearly two per cent rise in the food index between the January "freeze" order and February 15, prices under control remained relatively stable.

The January 26, 1951, "Price Freeze Order" generally held prices at levels no higher than the highest charged between December 19, 1950 and January 25, 1951. In this regulation foods were divided into three categories: those subject to flexible controls, those subject to firm controls and those free from controls.

About 49 per cent of the retail food index was made subject to flexible controls. In general, foods processed in substantial part from agricultural products having prices below parity or the legal minimum, as established by the Defence Production Act of 1950, were subject to flexible controls. Processors were allowed to add to their ceiling prices the dollar-and-cent increases in their costs of agricultural products. Such additions were permitted until agricultural products had reached their legal minimum prices.

The items subject to firm controls comprised approximately 36 per cent of the index. These were foods not subject to parity prices and also those processed in substantial part from agricultural products for which prices had already reached or surpassed the legal minimum above which ceiling regulations could be imposed.

The original General Ceiling Price Regulation exempted fresh fruits and vegetables and fresh fish and seafood from control because of their highly seasonal and perishable nature.

In order to eliminate the possibility of sellers basing their "highest" prices on a few isolated sales during the base period, the Office of Price Stabilization issued an amendment to the General Regulation requiring manufacturers and wholesalers to have made at least 10 per cent of deliveries during the base period to one class of purchaser at a specific price before using that price as a basis for the new ceilings.

During the period February 15 to March 15, 1951, retail food prices averaged only 0.1 per cent higher. Firmly controlled items rose 0.2 per cent during the period and actually declined during the first half of March. Flexibly-controlled foods rose 1.4 per cent and uncontrolled foods dropped 3.8 per cent, due largely to declines in the prices of fresh fruits and vegetables.

Between March 26 and April 15, retail foods subject to maximum mark-ups rose 0.7 per cent with the largest increase being recorded for canned fruits and vegetables (2.0 per cent). By April 30, retail foods had increased another 0.1 per cent.

From May 15 through July 15, food prices in the index subject to firm controls varied upward only fractionally. Flexibly-controlled foods increased a little over one per cent and foods free from control increased one per cent from May 15 to June 15 and then decreased one per cent in the June 15-July 15 period. Prices controlled under mark-up regulations and dollar-and-cent regulations declined somewhat over these two months.

U.S. Rearmament Has Caused no Loss of Purchasing Power, Magazine States

Wages keep pace with rising living costs, says National Industrial Conference Board. Since January, 1950, wages have risen more than 12 per cent while the cost of living has climbed only ten per cent

Factory wages have kept pace with rising living costs and have preserved the purchasing power of the worker in the United States during the rearmament program, according to an article in the *Conference Board Business Record*, published by the National Industrial Conference Board, Inc., New York. Since January, 1950, the article points out, wages have risen some 12 and a half per cent while the cost of living has risen only 10 per cent.

The policy of the Wage Stabilization Board is being continually broadened and liberalized, making it possible for workers to secure wage increases under wage stabilization that more than compensate for increases in the cost of living, the article states.

A month after the introduction of wage stabilization, wage increases up to 10 per cent above the level of January 15, 1950, without the approval of the Wage Stabil-

ization Board were permitted. The reason for this was to let wages catch up with prices, which had increased nearly eight per cent between January, 1950, and January, 1951, and also to correct disparities between groups of workers that had resulted from different expiration or wage-opening dates in collective agreements.

In March, 1951, cost-of-living increases were recognized as a basis for wage adjustments. Escalator clauses or similar agreements signed before January, 1951, were permitted to operate freely until June 30, 1951. These agreements often resulted in wage increases that exceeded the 10 per cent ceiling. Cost-of-living adjustments negotiated before January 25 were also allowed but only to the extent that the wage gain did not exceed the 10 per cent maximum.

The next step in the board's liberalization policy came in June when a four cents an hour productivity increase for General Motors workers was approved and made permissible for other workers.

In August, the board permitted wage rate changes based upon the Bureau of Labour Statistics all-city consumers price index. The use of other indexes, national, local or regional, require Wage Stabilization Board approval. Thus, escalator clauses were again allowed to operate freely, this time until March 1, 1952, when the policy will again be reviewed. In cases where contracts do not provide for cost-of-living increases, the board permits semi-

annual adjustments to compensate for any loss in the real value of wages. These increases are in addition to the 10 per cent gain permitted earlier.

The article estimates that productivity and cost-of-living increases have increased straight-time hourly wage rates by as much as 21 cents or 15 per cent above the January, 1950, level.

Workers' wages have been augmented by many indirect benefits. In July, 1951, the board approved such benefits as paid vacations, paid holidays, premium pay relative to days and hours of work, shift differentials and call-in-pay. These are not subject to the provisions of the 10 per cent wage rise ceiling. Although it is difficult to estimate how much an indirect benefit will increase a worker's salary, the article estimates, for example, that each week of a paid vacation is equivalent to a rise of about two per cent in a company's annual payroll.

The article points out that wage stabilization is designed primarily to stabilize the straight-time hourly earnings of workers. Hourly earnings in all manufacturing industries averaged \$1.55 in August, 1951, which amount is 50 cents higher than in 1946, 17 cents above January, 1950, nearly 15 cents more than just before the Korean war, and five and one-half cents greater than at the beginning of 1951. So far, the article concludes, rearmament has not caused any loss of purchasing power by the worker.

Causes of Industrial Peace at a Steel Plant in the United States

National Planning Association publishes ninth case study on "Causes of Industrial Peace under Collective Bargaining". The subject of the study was Minnequa plant of the Colorado Fuel and Iron Corporation

Continuing its series of case studies of industries within which excellent labour-management relations prevail,* the National Planning Association, Washington, has made a study—the ninth in the series—of the Minnequa plant of the Colorado Fuel and Iron Corporation at Pueblo, Colorado. The

Minnequa plant, largest steel producer west of the Mississippi, employs approximately 7,700 workers, who are represented by locals 2102 and 3267 of the United Steelworkers of America (CIO).

Title of the series is *Causes of Industrial Peace under Collective Bargaining*.

During the nine-year relationship between the company and the union, the steady development of labour-management co-operation has solved a wide variety of problems affecting employment relations

*Case studies numbers 1, 2, 3, 4 and 5 were published in the June, 1949 edition of the *LABOUR GAZETTE*. Studies 6, 7 and 8 appeared in the March, April and December, 1950 editions respectively, of the *GAZETTE*.

and other matters. The study reveals that this has benefited the company, the union, and the general public.

The Minnequa plant, one of eight the company maintains, has become the centre of heavy industry in the Rocky Mountain region.

The report points out that the present stage of collective bargaining at the plant had been preceded by three distinct periods. The first was a period of anti-unionism marked by violent conflict; the second, one during which a company union was launched and supported; the third, a time of "confusion as to who should bargain with whom" during which an independent labour organization, whose status as a bargaining agent was constantly questioned, was established. During this third period the steelworkers were "actively seeking the support of the employees."

After the signing of a contract with the Steelworkers in 1942, the management made a sincere and continual effort to make collective bargaining successful. The author of the case study states that: "The patience and responsibility of management and the union and their purposeful avoidance of industrial warfare during the transition from company unionism to genuine collective bargaining contributed greatly to the present successful relationship and its promise for the future."

The report notes that industrial peace has been forwarded because both the company and the union have tried to make a success of free collective bargaining. Bargaining is thus devoid of expediency caused by lack of interest or mutual fear but is based upon the premise that more opportunity is given to the citizen at large to have a voice in industry under a system of private enterprise.

At the Minnequa plant, collective bargaining has resulted in agreements that meet all the requirements of a good contract. Both parties recognize the agreement as a basic point of reference and avoid any divergence from the tenor of the contract in working out mutually acceptable solutions. The members of the two locals at the plant are kept well informed of the wage rates throughout the industry by the national Wage-Policy Committee of the United Steelworkers. The Committee also provides the locals with massed bargaining strength in wage negotiations with the industry leaders. The report points out that the management at Minnequa recognizes the unions' need of liaison at the national level.

To ensure objectivity in setting up job classifications, the 1949 contract between the union and the management provided for a joint wage-study commission which had the object of eliminating all wage-rate discrepancies within the plant. Another feature of this contract was the establishment of incentive payments for superior work, such bonuses usually being paid to groups of workers.

Because of successful collective bargaining at the plant, the company has achieved more efficient production and has improved its competitive position. The report notes that these gains have been facilitated by using the union as a channel of employer-employee communication, thus allowing a freer flow of information and advice in settling production problems. Under such a system, the union has co-operated in the settlement of grievances and in the establishment of safety programs and apprentice training schemes. The report points out that these measures have also had an effect in increasing production and in contributing to efficiency.

The union has insisted that its members respect the contract with the company as the regular channel of bargaining and, by removing the possibility of members seeking individual preferential treatment, has helped to maintain plant discipline and has saved time in settling disputes.

The employees, on the other hand, have gained through the union better working and living standards, an increased feeling of individual dignity and a new sense of participation in the affairs of their company, their union and the community, the report states.

Management, the report's author writes, has helped to create an atmosphere within which disputes have been effectively settled, informally, but efficiently. Plant officials at the lower level, by enjoying a wide degree of responsibility and autonomy in decisions, have been able to handle grievances when they first arise. Major problems which require an interpretation of the contract are referred to higher-level discussions.

In collective bargaining discussions at the Minnequa plant, both union and management have shared jointly in settling problems and, the report notes, have thus made a more efficient use of the available talent in the ranks of the employees and the employers. This joint activity has proved to be a great value in settling such problems as job classifications, layoffs, promotions, safety and health conditions, medical facilities and Red Cross training,

working hours, plant discipline, pension plans and the introduction of young workers to the labour force.

Many functions previously the exclusive sphere of management, have been transferred to joint committees, with beneficial results to both union and management. The report cites the establishment of a joint seniority committee which solved the problem of technological changes upon a worker's employment. A similar approach to job definitions and classifications resulted in renewed attention to methods of incentive payments. The joint committee plan was found to be equally successful in dealing with wage inequities.

In addition to the contribution to industrial peace made by the excellent labour-management relations at the plant, the report points out, certain external factors have had an influence in this respect. There has been a continued high demand for steel since 1939 and the national pattern of wage-rate adjustments throughout the steel industry has eliminated for the company some of the bitterness and acrimony that was involved in the pattern setters' contract negotiations.

Referring more specifically to the factors at the plant level which have led to good relations, the report states that the plant officials are men who grew up in the steel industry. The workers thus respect management's knowledge and experience; the company officials understand the workers' reactions. Though it encourages and supports the union, management does not coddle the union nor its members.

The report emphasizes the delegation of responsibility by both management and union as being a contributing factor in reducing grievances and thus promoting good relations. Industrial relations officials know that their decisions will be upheld

throughout the plant. In the same vein, the local unions enjoy a wide freedom in handling local affairs while at the same time they do derive benefit from the various services rendered by the central agency of the United Steelworkers.

Commenting upon this ninth case study of industries, the National Planning Association Committee points out that in the industries already studied, similar factors contributing to good relations prevail in each one. These studies have covered pulp and paper, glass, chemical, clothing, aircraft, and steel establishments located across the United States.

The similar factors noted were: (1) Full acceptance by management of collective bargaining processes and of unionism as an institution. Such companies consider strong unions as an asset to management. (2) The unions fully accept the private ownership and operation of the industry and recognize that the welfare of the union member depends upon the successful conduct of the business. (3) The unions are strong, democratically run and responsible. (4) The companies concerned do not interfere with the internal affairs of the unions nor do they attempt to alienate the workers' allegiance to their union. (5) Both parties have mutual trust and confidence in the other and neither is bothered by ideological compatibilities that have plagued other industries. (6) Neither party adopts a strictly legalistic attitude to the solution of problems. (7) Both unions and companies spend their time in settling day-to-day differences and do not waste time in defining abstract principles. (8) There is wide spread union-management consultation and a highly developed system of information sharing between the two parties.

International Labour Organization

ILO Will Discuss Protection of Health of Workers, Issues Preliminary Report

Report sets out the law and practice in various countries, including Canada. ILO's summary on Canada is reprinted here in its entirety

The question of the protection of the health of workers in places of employment has been placed on the agenda of the 35th (1952) Session of the International Labour Conference for double discussion. As is the usual procedure, the International Labour Office has prepared a preliminary report, Report VIII (1), *Protection of the Health of Workers in Places of Employment*. This report, which sets out the law and practice in the various countries, accompanies a questionnaire which is submitted to each Government. On the basis of the replies received, the International Labour Office will prepare a further report indicating the principal questions which will require consideration by the Conference.

Following is the summary of the law and practice in Canada which appears in the report.

CANADA

The protection of the health of workers in Canada is a matter which is mainly reserved for the provincial legislatures. The subject is covered partially by labour legislation and partially by Health Acts of the various provinces. The legislation enacted in different provinces shows similarities in many respects.

Factories Acts exist in Alberta, British Columbia, Manitoba, New Brunswick, Nova Scotia, Ontario, Quebec and Saskatchewan. They contain general provisions relating to such aspects of industrial hygiene as sanitary conditions, overcrowding, ventilation, temperature, sanitary conveniences, work facilities, drinking water, etc.

In Alberta, Manitoba, Ontario and Saskatchewan, the Lieutenant-Governor in Council is empowered to make regulations for the protection of persons employed in industrial processes involving the use or manufacture of benzene, of any other poison, of any dangerous or harmful substance or of any preparation or compound of these. The regulations may prescribe the conditions under which such poisons or substances may be used or manufactured and the labelling of the containers; call for the posting up of warnings against danger and of safety provisions; provide for periodical medical examination by qualified medical practitioners of employees engaged in such industrial processes; and require the notification of cases of infection from dangerous or harmful substances or of industrial poisoning.

In Alberta regulations have been issued relating to the use of benzene, lead and mercury. They require manufacturers to ensure that containers of lead and benzene or substances containing them are labelled in order to indicate lead or benzene content, to post up notices setting forth the nature of the danger and the precautions to be taken to protect persons coming into contact with lead or benzene, and to furnish the Minister of Health, on request, with information respecting the percentage of lead or benzene used in any industrial process.

The Minister of Health may at any time require the medical examination of workmen employed in any industrial process which he considers detrimental to health. Medical practitioners must report any case or suspected case of lead, benzene or mercury poisoning. The use of mercury carot in the treatment of hatter's fur and that of mercurial hatter's fur in the manufacture of hats is forbidden.

In Manitoba regulations have been issued concerning the use of benzene and lead, similar to the regulations for these substances in Alberta. Furthermore, the Minister of Health may order the periodical medical examination of all or any of the employees in any industry where there is an unusual industrial hazard.

Workers who are exposed to dust containing free silica must undergo initial medical examination and annual re-examinations. Wash basins and shower baths are to be provided in cases where the skin of the worker may become exposed to poisonous, infectious or irritating material in the course of employment.

In New Brunswick the Factories Act contains a section concerning medical examination for industrial diseases which empowers the Minister of Labour to require medical examination of workers for the purpose of determining whether or not the worker is suffering from an industrial disease; the Minister may require that workers in certain factories shall undergo medical examination before entering employment, for the purpose of determining whether or not they are suffering from an industrial disease. For the purposes of this Act the expression "industrial disease" means silicosis or any other disease which the Lieutenant-Governor in Council may by an Order declare to be an industrial disease.

In Ontario regulations require the labelling of containers of lead or benzene, the posting up of notices warning employees against dangerous substances, and the notification by doctors of industrial diseases. The Chief Factory Inspector is authorized to order the medical examination of workmen.

In Quebec the Industrial and Commercial Establishments Act is supplemented by "General Regulations concerning Industrial and Commercial Establishments of the Province of Quebec." A classification of "dangerous, unhealthy or incommodious establishments" indicates the kinds of employment which are forbidden to women and girls, as well as boys under eighteen years of age, and those in which the age of employees must not be less than sixteen for boys and eighteen for women.

Special regulations require medical examination before entering employment in compressed-air work, and re-examination when a workman has been employed continuously for two months on this type of work.

Regulations regarding industrial establishments include a chapter dealing with industrial hygiene. This chapter contains general hygiene provisions, including a list of maximum permissible concentrations of certain substances. Special sections deal with particular aspects of protection. Notification by doctors to public health authorities is compulsory for all cases of poisoning by lead, phosphorus, arsenic, copper, methyl alcohol, mercury or their compounds and for all cases of anthrax, caisson disease, silicosis, asbestosis or any other occupational poisoning or ailment, infectious or not, among their patients. This notification shall be regarded as confidential and serve only the purposes of the Minister of Health. Other special sections deal with industries in which workmen are exposed to dust, the masks used in industry, industrial poisons, industries using benzene and its derivatives and those using lead and its compounds.

In addition to the Factories Act and the regulations issued thereunder, the public health legislation in most of the Canadian

provinces contains provisions dealing with conditions of work, especially in construction, lumber camps, etc., the inspection of factories and the prevention of diseases. Such provisions are found in Alberta, British Columbia, Manitoba, New Brunswick, the North West Territories, Nova Scotia, Ontario, Prince Edward Island, Quebec and Saskatchewan. In some of these provinces regulations under the Act govern certain particular aspects of the problem.

Regulations concerning fumigators (medical examination, wearing of approved masks) exist in Ontario and Saskatchewan.

In Alberta the Public Health Act empowers the Provincial Board of Health to make orders, rules and regulations for the prevention, mitigation and suppression of disease; the prevention and remedying of industrial and occupational diseases are specified as falling under these heads.

In a few instances other legislation deals with protective measures: the Act on working conditions in Alberta contains provisions governing the carrying of weights and preventive measures against the inhalation of harmful dust; rules under the Workmen's Compensation Act in British Columbia deal with work in foundries and in compressed air.

The Industrial Hygiene Division of the Ministry of Health (Federal Department of National Health and Welfare) co-operates with provincial authorities in maintaining an effective national industrial health program, based on medical and nursing consulting services and laboratory and technical information services. It gives special prominence to propaganda and educational work. A highly useful measure taken by the Division has been the preparation of a manual for industrial physicians, entitled *A Guide to the Diagnosis of Occupational Diseases*.

National Collective Agreement for Domestic Workers Adopted in France

All full-time domestic workers must be covered by a written contract specifying working conditions. Wage rates, rest periods are fixed

The first collective agreement of national scope applying to domestic workers has been adopted in France.

(Details of the agreement appear in an article in the November issue of *Labour and Industry*.)

Under the new arrangement, the term "domestic worker" covers all wage-earners in household service, whatever the method of remuneration or at what intervals it is paid, who are habitually engaged in household work for one or more employers who are not employing them for pecuniary gain.

In future, all full-time service must be arranged between employer and employee by a written contract which specifies working conditions.

The daily rest period must consist of 12 hours, of which at least 10 consecutive hours are available for rest at night. A maximum of 10 hours' overtime may be worked per month and must be compensated either in cash or by a rest period.

Annual holiday regulations applying to industrial and commercial workers will also cover domestic servants.

Gross monthly wages are fixed according to an index number applying to the occupational category concerned, as well as rate by hour on the basis of an index number of 100 being equal to the guaranteed minimum wage.

In the event of illness, employees are entitled to their wages and benefits in kind, less any amounts received from social insurance, for a period ranging from five days after one month's service to one month after five years' service. Eight weeks' maternity leave will be granted to female domestic workers.

The agreement also makes provision for protection of young domestic workers and for vocational training of persons 14 to 18 years.

Application of the agreement will be supervised by a permanent national joint

committee. The committee will consist of at least eight members, i.e., of two representatives of each of the federations who signed the agreement.

All collective disputes must be submitted to this committee. If it fails to bring about a solution, it will appoint an arbitrator whose decision will be binding on all parties and who will be chosen from a list prepared by the committee in advance. In the case of individual disputes, the contracting parties to the collective agreement have agreed to request the public authorities to extend the jurisdiction of the Conciliation Board to domestic workers of all categories. However, the local joint committee must attempt a settlement before a case is brought before the Conciliation Board.

Windowless Buildings Dangerous, Declares Report by ILO Experts

Report entitled "Hygiene in Shops and Offices" gives warning against the use of windowless buildings in the atomic age and says that such buildings add to the dangers of fire or explosion, reduce efficiency

A warning against the use of windowless buildings in the atomic age is given in a report by the International Labour Office.

The report, entitled "Hygiene in Shops and Offices," has been prepared by ILO experts for the second session of the 13-nation Advisory Committee on Salaried Employees and Professional Workers which will meet in Geneva early in 1952.

"A serious outbreak of fire would rapidly fill the building with smoke and convert the entire structure into a furnace against which external hosing would be useless," says the ILO report.

Furthermore, a windowless building is apt to be completely demolished by an explosion since there are no windows to act as "safety valves" and to provide an outlet for explosive forces.

The report suggests that where it is essential to construct buildings underground, at least one "external" wall should be exposed to outside air and should be of relatively light construction so that there is at least one element which will "give in" and act as a safety valve in the event of an explosion.

"The artificial and total exclusion of all outside views and of daylight," the report says, "is against man's natural inclinations and is liable to induce a feeling of depression and confinement which can seriously affect the mental and physical health of the worker and lead to a corresponding reduction in his efficiency and output."

This consideration outweighs the advantages that windowless buildings might otherwise have.



Since its organization in 1945, the Labour-Management Production Committee at Naugatuck Chemicals Ltd., Elmira, Ont., has performed valuable work in promoting better labour relations. The committee has actively engaged in recreational work, established a plant newspaper, organized and operates an employee canteen, and initiated many plant improvements.

Both management and labour have expressed satisfaction with the committee's achievements. Industrial Relations Manager O. W. Klinck says of the committee: "It has been a boon to the work of the Industrial Relations Department here and its effects on the promotion of co-operative thinking and action among all employees is without question."

Thomas Simlett, Secretary of the certified bargaining agent, says: "Getting together with management representatives around the table affords the employee (who would not contact such management personnel) an opportunity to find out that they are but human beings who have a job to do the same as the employees. Such contact improves labour-management relations and breaks down on both sides many obsolete ideas they entertained about one another."

The LMPCs at Canadian Tube and Steel Products in Montreal have launched a campaign to increase the rate of production, improve quality and reduce costs. To accomplish these objectives, the committees have adopted a streamlined procedure. Departmental committees discuss and screen all suggestions. Those having merit are passed on to the central works committee. After approval by this committee, they are passed to management for final decision. In addition, a number of questionnaires dealing with specific production problems, and one called "Developing a Suggestion", have been issued by the training department.

The assistant works manager says that the scheme is off to a good start and that suggestions are coming forward from the employees. He also gives the committee credit for helping to establish mutual confidence, teamwork and good morale. Local

2423, United Steelworkers of America (CIO-CCL), is the bargaining agent.

The LMPC at Canadian Bakeries Limited in Calgary, Alta., has chosen the company's brand name as its own trade mark. Company products are known as "4X" and the LMPC has named itself the "Fourx Fellowship Club". Participating union in this LMPC is Local 252, Bakery and Confectionery Workers' International Union of America (AFL-TLC).

Major changes in the procedure of the Burns and Company LMPC in Edmonton have recently been completed. The changes are designed to speed action on matters of repairs, safety, improved conditions in dressing rooms, etc. Wherever possible, these matters will now be referred directly to the foremen, the plant superintendent, or the Safety Committee.

Other features of the new procedure include the inviting of department heads as guest speakers at LMPC meetings, the establishing of a sub-committee to follow up on various items discussed at meetings, and the introduction of an agenda at each meeting. Members are asked to submit their ideas for the agenda prior to its preparation. The agenda is then distributed to the committee in advance of the meeting. Local 233, United Packinghouse Workers of America (CIO-CCL), is the participating union at this plant.

Designed as "a further means of keeping the employees informed", the Dunnville Division of the Monarch Knitting Company has commenced publication of a monthly news sheet for its employees. The paper will report highlights of LMPC meetings in the hope that this will stimulate interest in the committee and its work. Until a more formal name is chosen by the employees, the paper will be known as the *Nameless Waif*. The secretary of the union—Local 736, Textile Workers' Union of America (CIO-CCL)—said: "I feel that we have a medium whereby everybody has a chance to contribute items of interest to the mutual benefit of all concerned."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during November. The board issued 12 certificates designating bargaining agents. During the month it received 12 applications for certification.

Applications for Certification Granted

The Brotherhood of Maintenance of Way Employees, on behalf of units of maintenance of way employees, including extra gang labourers, employed by (1) Canadian Pacific Railway Company; (2) Northern Alberta Railways Company; (3) Ontario

Northland Railway; (4) Dominion Atlantic Railway Company; (5) Canadian National Railways; (6) Esquimalt and Nanaimo Railway Company, and (7) Quebec Central Railway Company (L.G., July, 1951, p. 967).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

8. The Canadian Merchant Service Guild, Inc., on behalf of first, second, and third mates employed by the Canadian National Railways on vessels in its Newfoundland Steamship Service (L.G., Nov., 1951, p. 1526).

9. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of truck drivers employed by Loiselle Transport Limited, Dawson Creek, B.C. (L.G., Nov., 1951, p. 1526).

10. The Seafarers' International Union of North America, Canadian District, on behalf of a unit of employees of General Sea Transportation Limited, Vancouver, comprising unlicensed personnel of the deck, engineroom, and steward's departments, and the employee classified as purser in the purser's department, employed aboard the company's vessel (L.G., Dec., 1951, p. 1660).

11. Grain Elevator Workers' Local Union No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of United Grain Growers Limited, employed at its Elevator located at Vancouver (L.G., Nov., 1951, p. 1526).

12. Malt and Grain Process Workers' Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of McCabe Grain Company Limited, employed at its Shamrock Feed Milk and Elevator located at Plinquet Street and Dawson Road, St. Boniface, Man. (L.G., Dec., 1951, p. 1660).

Applications for Certification Received

1. The International Association of Machinists, on behalf of a unit of employees of Canadian Pacific Air Lines (Repairs), Limited, employed at Currie Field, Calgary (Investigating Officer: D. S. Tysoe).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of second stewards employed by the Canadian Pacific Railway Company on vessels in its British Columbia Coast Steamship Service (Investigating Officer: D. S. Tysoe).

3. United Grain Elevator Workers' Local Union No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of Kerr

Gifford & Co., Inc., employed at its elevators on Burrard Inlet, B.C. (Investigating Officer: G. R. Currie).

4. The International Association of Machinists, on behalf of a unit of aircraft maintenance, equipment maintenance, and fleet service employees of the Allied Aviation Service Company of Newfoundland, Limited, employed at Gander, Nfld., and other points (Investigating Officer: W. L. Taylor).

5. The International Association of Machinists, on behalf of a unit of maintenance employees of the British Overseas Airways Corporation, employed at Gander, Nfld. (Investigating Officer: W. L. Taylor).

6. The International Association of Machinists, on behalf of a unit of building maintenance and commissary employees of Trans World Airlines, Inc., employed at Gander, Nfld. (Investigating Officer: W. L. Taylor).

7. The International Association of Machinists, on behalf of a unit of maintenance caretakers of Pan American World Airways, Inc., employed at Gander, Nfld. (Investigating Officer: W. L. Taylor).

8. The Canadian Association of Railway Blacksmiths and Helpers, on behalf of a unit of blacksmiths, blacksmiths' helpers, and blacksmith apprentices employed by the Canadian National Railways, Western Region, and located at Transcona, Man., Fort Rouge, Man., Port Arthur, Ont., Fort William, Ont., Saskatoon, Sask., Edmonton, Alta., and Port Mann, B.C. (Investigating Officer: J. S. Gunn).

9. The Canadian Airline Dispatchers Association, on behalf of a unit of flight dispatch personnel employed at Gander, Nfld., by Pan American World Airways, Inc. (Investigating Officer: W. L. Taylor).

10. The Canadian Airline Dispatchers Association, on behalf of a unit of flight dispatch personnel employed at Gander, Nfld., by Trans World Airlines, Inc. (Investigating Officer: W. L. Taylor).

11. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerical employees of Allied Aviation Service Company, employed at Gander, and Stephenville, Nfld., Goose Bay, Labrador; Sydney, N.S., and Moncton, N.B. (Investigating Officer: W. L. Taylor).

12. Beverage Dispensers Union Local 676, Hotel and Restaurant Employees and Bartenders International Union, on behalf of a unit of employees of the Vancouver Hotel Company Limited, Vancouver, employed in the beverage room (Investigating Officer: P. E. Salter).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During the month of November, the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Canadian National Railways (Chateau Laurier Hotel, Ottawa), respondent (Conciliation Officer: B. Wilson).

2. National Harbours Board (Grain Elevator System and General Maintenance Employees, Quebec, Que.), applicant, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, respondent (Conciliation Officer: L. Pepin).

3. Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, applicant, and Ottawa Transportation Commission, Ottawa, respondent (Conciliation Officer: B. Wilson).

Settlement Effected by Conciliation Officer

On November 26, the Minister received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between Badwater Towing Company Limited, Vancouver, and the National Association of Marine Engineers of Canada, Inc. (L.G., Dec., 1951, p. 1663).

Conciliation Boards Appointed

1. On November 21, the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between the Abitibi Coach Lines and Transportation Company Limited, Val d'Or, Que., and the Canadian Brotherhood of Railway Employees and Other Transport Workers. The Board was appointed following receipt of the report of L. Pepin, Conciliation Officer (L.G., Dec., 1951, p. 1663). Constitution of the Board had not been completed at the end of the month.

2. On November 22, the Minister established a Board of Conciliation and Investigation to deal with matters in dispute

between the Canadian National Railways and the Canadian Brotherhood of Railway Employees and Other Transport Workers, affecting employees of the Chateau Laurier Hotel, Ottawa. The Board was appointed following receipt of the report of B. Wilson, Conciliation Officer (see above). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established by the Minister on October 25, 1951, to deal with matters in dispute between the National Harbours Board and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting elevator system, cold storage, and general maintenance employees at Montreal (L.G., Dec., 1951, p. 1663), was fully constituted on November 23 with the appointment of Carl Goldenberg, Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister on the joint recommendation of the other two members, Messrs. K. G. K. Baker and Michael Rubenstein, both of Montreal, who had previously been appointed on the nomination of the employer and union, respectively.

Conciliation Board Reports Received

On November 8, the Minister received the reports of the Boards of Conciliation and Investigation which he had established to deal with matters in dispute between the Quebec Railway, Light and Power Company, Quebec, Que., and the Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc., and between the same company and the National Catholic Brotherhood of Transport Workers of Quebec, Inc. (L.G., Oct., 1951, p. 1369). The texts of the Board's reports are reproduced below. Later in the month, advice was received by the Minister that matters in dispute had been settled and agreements signed.

Report of Board in Dispute between Quebec Railway, Light and Power Company and National Catholic Syndicate of Garage Employees

(TRANSLATION)

To the Hon.
The Minister of Labour,
Ottawa.

SIR:

The Board appointed to deal with the dispute between the above-mentioned parties begs to submit the following unanimous report:—

Relations between the parties were governed by a collective agreement which came to an end on June 10, 1951. (Document S.G.1, Clause III.)

Within the time limit provided by the above-mentioned agreement, the Syndicate, representing the garage employees of the Quebec Railway, Light & Power Company, gave notice to the latter that it intended to make certain changes in the agreement.

These amendments related to the following clauses in the agreement. (Document S.G.2):

Clause XX:	Holidays
Clause XXI:	Vacations
Clause XXV:	Wage rates
Clause XXVI:	Differential rate
Clause XXVII:	Pay day
Clause XXX:	Tokens (of sympathy?)
Clause XXXII:	Welfare
Clause XXXV:	Clothing
New Clause:	Distribution of work

As the result of discussions, the parties reached agreement on the following clauses:

Clause XX:	Holidays
Clause XXI:	Vacations
Clause XXXII:	Welfare
New Clause:	Distribution of work

The parties were unable to reach agreement on the following clauses. (See Document S.G.3.)

Clause XXV:	Wage rates
Clause XXVI:	Differential rate
Clause XXVII:	Pay day
Clause XXX:	Testimonials
Clause XXXV:	Clothing

A conciliation officer was appointed by the Department of Labour to attempt to

On November 8, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Quebec Railway Light and Power Company, Quebec, P.Q., and the National Catholic Syndicate of Garage Employees of the Quebec Railway Light and Power Company, Inc. (L.G., Oct. 1, 1951, p. 1369).

The Board was composed of Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Gérard Lacroix and Marcel Belanger, both of Quebec, P.Q., who had previously been appointed on the nominations of the company and union, respectively. The text of the Board's report is reproduced herewith.

bring about agreement between the parties. Since no satisfactory results were obtained from the negotiations and other steps taken, the present Board of Conciliation was accordingly set up.

Board meetings were held in the City of Quebec.

The Board of Conciliation was made up as follows:—

Chairman:

Hon. Mr. Justice Edouard Tellier.

Members:

Gérard Lacroix, K.C., Barrister.

Marcel Belanger, Bookkeeper.

A number of witnesses were heard at the request of the parties and numerous documents were produced.

At the time of the hearing the parties admitted the points at issue which were to be submitted for the consideration of the Board of Conciliation. (Document S.G.3.)

The parties also admitted that, since the last agreement governing them had come into effect, the cost-of-living index had risen 23.6 points.

It should be noted that, although their opinions differed on the points at issue, the parties showed good faith and a sincere desire to reach an understanding; this fact is clearly indicated by certain admissions of the parties.

The Company's claims can be summed up in its assertion to the effect that its employees are already getting a reasonable wage, higher than that set by the order concerning them, and that its financial situation does not permit it to comply with the Syndicate's requests at present.

The employees make use of the increased cost of living, of comparisons with workers in similar categories in other places, and, in short, base their claims on equity.

This Board has been appointed to deal with the dispute between the present employer and the Syndicate representing its transport workers, as well as the present dispute. It therefore follows that the evidence relates exclusively to the present litigation in certain cases, while in other cases it is common to both disputes.

Following are the decisions or recommendations concerning the points at issue of the Chairman, of Mr. Gérard Lacroix, K.C., Member of the Board representing the employer's opinion, and of Mr. Marcel Belanger, Bookkeeper, Member of the Board representing the opinion of the Syndicate:—

A

WAGE SCALE

Wage rates were set by Clause XXV of the collective agreement, submitted as Document S.G.1. Since then, in pursuance of an order published in accordance with the provisions of the Collective Agreement Act, R.S.Q., Chapter 163 as amended, these rates have been increased.

The employees are now asking for a general increase of 0.15 an hour; however, they recognize that the increase granted by the above-mentioned order should be taken into account.

The Company claims that it is financially unable to pay this increase.

The Quebec Railway, Light & Power Company is exclusively controlled by the Quebec Power Company, which operates at a profit. (See Document S.T.5, submitted to the other Board.)

As will be seen in Document S.T.4, the Quebec Railway, Light & Power Company operated without profit for the years 1941, 1942, 1943, 1944 and 1945, having compensated in full, by its annual report for 1950 (Document S.T.5), through amortization and reserves, all its operating profits for the years mentioned above. Moreover, the Company operated at a profit for the years 1946, 1947 and 1948, and with deficits for the years 1949 and 1950. (See Document S.T.5). With regard to the year 1951, the deficit in connection with the bus service amounted to \$127,703.67 on June 30. (See Document S.T.7.)

In Document C.T.9 the Company explained certain operating profits for the years 1941 to 1945 mentioned in its reports. It should be pointed out here that in 1949 the Company changed over from streetcars to buses. Naturally, in this year, it had to meet unusual expenses for this purpose, and accumulated thereby a deficit of \$332,398. In 1950, according to its own figures, the deficit was only \$139,859. We note also that certain interurban services, formerly provided by the Company and operating at a deficit, have recently been given up or sold.

It should also be emphasized that the cost of labour accounts for 52 per cent of the Company's operating expenses.

The difficulties encountered by the Company have, naturally, caused anxiety as to whether operations could be continued. On June 12, 1950, the Company obtained a temporary order from the Quebec Transportation Board permitting it to increase its rates. In spite of this increase, which is only temporary, the Company has continued to accumulate a deficit, although less than that of the preceding year. The evidence clearly shows that the Company's financial position is not too bright.

The situation thus set forth reflects the position which the Company has to face in forming an appreciation of its employees' requests for higher wages, as well as the difficulties confronting us in our search for a solution to the problems laid before us.

In spite of its financial situation, the Company, with obvious hesitation, seems to be inclined to offer a wage increase of 0.05 an hour to all the employees affected by the present litigation. It seems ready to face the future, to increase its deficit by that amount, counting on a possible improvement in business and on the permanency of the increase in rates obtained in 1950 by virtue of a temporary order issued by the Quebec Transportation Board.

However paradoxical it may seem, under the circumstances revealed by the evidence, and in view of the attitude taken by the Company, the undersigned recommend a wage increase of 0.07 an hour, retroactive to June 10, 1951, for all employees of the Company covered and affected by the present dispute; however, in this specific recommendation, the increases already paid to the said employees since June 1, 1951, in pursuance of the above-mentioned order should be taken into account.

B

DIFFERENTIAL RATE

In the opinion of the undersigned, the employees have not justified the merits of this request. The present rate of 0.03 an

hour is granted to the 47 employees working on rotating shifts. The same work and the same number of hours' work are involved as in the case of other workers, but by reason of the inconvenience (the only fact to be considered) which this change in working periods causes, these employees receive an additional 0.03 an hour. This is the compensation granted at present, and it seems reasonable. Compliance with this request will be of a nature to increase the wage beyond what is actually being requested in this connection. In view of the Company's financial situation, and also in view of the other conclusions of this report concerning the wage increase requested, the undersigned do not feel that they should recommend this specific request.

C

PAY DAY OR WEEKLY PAYMENT OF WAGES

The employees are now paid every two weeks. It is evident that in certain cases it would be more convenient for them if they were paid every week. It would be easier for them to manage their budget and perhaps their purchasing power would be better balanced and could be foreseen more easily. On the other hand, earning power, output and wages would remain the same; the employee would not get a cent more. It would therefore be only a matter of convenience, an advantage, a more practical and easier state of affairs. The Company has proved that paying wages as it does at present, that is every two weeks, costs it \$10 per employee per year. Complying with the employees' request on this point would cost it about \$1,150 each year for the 115 garage employees covered by the present litigation. Moreover, the Company is afraid, and probably its fears are justified, that if this request were granted, the other employees, who, for administrative purposes, number nearly 1,500, would make a similar request.

In view of the Company's financial position, and since, in the opinion of the undersigned, it is preferable for the employees to suffer the inconvenience of being paid twice a month rather than have their purchasing power decrease while their wages remain the same, the undersigned feel that, under present circumstances and for the time being, this request should be refused.

D

TESTIMONIALS

The Syndicate would like to have the following added at the end of Clause XXX of the agreement or adopted as a new clause:—

The Company shall allow delegates to attend the funeral of one of the

employees or a close relative of one of its employees; two representatives of the Syndicate, who shall be paid at the current rate for the time taken to attend the funerals.

Obviously, this request has no connection whatsoever with the terms of Clause XXX as it exists at present; its nature and scope are completely different.

The Company admits that, under Clause XIX of the collective agreement governing its relations with its bus drivers (Document S.T.1), two representatives of the latter are entitled to specific leave to attend the funeral of a fellow-worker. It should be noted, however, that the present request goes much further than the right granted to bus drivers, who attend the funerals of fellow-workers but not those of fellow-workers' relatives. The Company points out that the bus drivers have had this right for a long time, and that is why it has been continued. Moreover, the Company has business relations with nine different unions, all of which have members in its service, and it is afraid that similar requests might be made by these other employees, which could lead not only to abuses, but also, without any bad faith, to serious and considerable inconvenience; it would be obliged not only to grant paid holidays for this purpose, at rates varying according to the occupation of the delegates appointed, who might be working at the time on a rotating shift, but it would also have to find paid help to replace the delegates. These representatives or delegates to funerals of fellow-workers or fellow-workers' relatives would not receive any additional pay; they would receive only their regular wage; so they would be getting only specific leave. The request dealing with attendance at the funeral of a close relative of a fellow-worker is obviously too broad and too vague in its present form, and is certainly unreasonable.

It will certainly be easy for the employees, in view of the system of work rotation existing in the Company's administration, to send adequate representation to the funeral of a fellow-worker or a fellow-worker's relative, which is a sympathetic and praiseworthy gesture, but without imposing this additional charge and this inconvenience on the Company.

For all these reasons, the undersigned believe that this request of the Syndicate should be refused.

E

CLAUSE XXXV: CLOTHING

At present the Company provides its employees who are called upon to work outside, or keeps at their disposal, rain-coats, mittens and rubber boots. Each washer is entitled to a pair of rubber boots.

Originally the Syndicate was also asking for a summer uniform, a winter uniform and overalls, to be cleaned at the Company's expense, for each garage employee. At the hearing the Syndicate withdrew its request for summer and winter uniforms but upheld its request for overalls, claiming that it was the custom in the city's garages to provide their employees with overalls for work.

The Company claims that it does not operate public garages; consequently it has no need for publicity, as is the case with garages serving the public, which find it to their advantage to advertise through the wearing of appropriate dress; that their garage employees have no business with the public like their bus drivers have, who, by

reason of the nature of their work and the continual contact they have with the public, must necessarily reflect cleanliness and be invested with some mark of authority; it is also afraid that similar requests or requests of the same nature may be made by its employees in other categories; finally, it estimates that putting this request into effect would cost more than \$5,000 a year. (See Documents C.G.11 and C.G.12.)

The undersigned consider that the Company's claims are well founded, and they are of the opinion that this request of the Syndicate, under the present circumstances, should be rejected, especially because of the financial situation of the Company.

All of which is respectfully submitted.

(Sgd.) EDOUARD TELLIER,
Chairman.

GÉRARD LACROIX,
Member.

MARCEL BÉLANGER,
Member.

Quebec, this 7th day of November, 1951.

Report of Board in Dispute between

**Quebec Railway, Light & Power Company
and**

**National Catholic Brotherhood of Transport Employees of
Quebec, Inc.**

(TRANSLATION)

To the Hon.
The Minister of Labour,
Ottawa.

SIR:

The Board appointed to deal with the dispute between the above-mentioned parties begs to submit the following unanimous report:—

On June 1, 1950, a collective agreement was concluded between The Quebec Railway, Light & Power Company and the National Catholic Brotherhood of Transport Employees of Quebec Inc. This agreement was no longer in effect after May 31, 1951. (Clause XXIII of Document S.T.1.) In accordance with the terms of the said agreement, the Brotherhood gave the Company notice of certain amendments it wished to make. The proposed amendments, which were submitted to the Company, appear in Document S.T.2.. The parties were not able to reach agreement

On November 8, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Quebec Railway, Light & Power Company, Quebec, P.Q., and the National Catholic Brotherhood of Transport Employees of Quebec, Inc. (L.G., Oct. 1, 1951, p. 1369).

The Board was composed of Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Gérard Lacroix and Marcel Belanger, both of Quebec, P.Q., who had previously been appointed on the nominations of the company and union, respectively. The text of the Board's report is reproduced herewith.

on all points, and a conciliation officer was therefore appointed in accordance with the law.

Since negotiations did not lead to unanimity between the parties on the

points at issue, the present Board of Conciliation was accordingly set up.

Board meetings were held in Quebec City in the Province of Quebec.

The Board of Conciliation was made up as follows:—

Chairman:

Hon. Mr. Justice Edouard Tellier.

Members:

Gérard Lacroix, K.C., Barrister.

Marcel Bélanger, Bookkeeper.

A number of witnesses were heard at the request of the parties and numerous documents were produced.

The parties had reached agreement on the following points, as suggested by the amendments submitted, before the meetings were held. (Document S.T.2.)

1. Clause VIII: Grievance procedure
2. Clause XIV: Secondary runs
3. Clause XVI: Minimum working period
4. Clause XVIII: Vacations
5. Collection of dues

The parties admitted at the hearing that the only points under dispute were as follows:—

I: The wage scale

II: Sick leave with pay

III: Weekly payment of wages

The parties also admitted that, since the last agreement governing them had come into effect, the cost-of-living index had risen 23.6 points. It should be noted that, although their opinions differed on the points at issue, the parties showed good faith and a sincere desire to reach an understanding; this fact is clearly indicated by certain admissions of the parties.

The employer's claims can be summed up in the assertion that its employees are getting higher average weekly salaries than those earned by bus drivers in various other Canadian cities; in support of this claim the employer has produced Document C.T.6. Moreover, the Company claims that its financial situation does not permit it to comply with the Brotherhood's requests in this respect at the present time.

The employees make use of the increased cost of living, comparison with workers in similar categories in other places, and, in short, base their claims on equity.

This Board of Conciliation has been appointed to deal with the dispute between the present employer and the Syndicate representing its garage workers, as well as the present dispute. It therefore follows that the evidence relates exclusively to the present litigation in certain cases, while in other cases it is common to both disputes.

Following are the decisions or recommendations concerning the points at issue of the Chairman, of Mr. Gérard Lacroix, K.C., Member of the Board representing the employer's opinion, and of Mr. Marcel Bélanger, bookkeeper, Member of the Board representing the opinion of the Syndicate:—

A

WAGE SCALE

Under the collective agreement now in force (S.T.1) the employees receive the following hourly wages:

1st year.....	\$0.80
2nd year.....	0.87
3rd year.....	0.97
after the 3rd year.....	1.07

The employees are now asking for a general increase of 0.10 an hour.

The Quebec Railway, Light & Power Company is controlled exclusively by the Quebec Power Company, which operates at a profit. (See S.T.5.)

As will be seen in Document S.T.4, the Quebec Railway Light & Power Company operated without profit for the years 1941, 1942, 1943, 1944 and 1945, having compensated in full, by its annual report for 1950 (S.T.5), through amortization and reserves, all its operating profits for the years mentioned above. Moreover, the Company operated at a profit for the years 1946, 1947 and 1948, and with deficits for the years 1949 and 1950. (See Document S.T.5.) With regard to the year 1951, the deficit in connection with the bus service amounted to \$127,703.67 on June 30. (See Document S.T.7.) In Document C.T.9 the employer explained certain operating profits for the years 1941 to 1945 mentioned in its reports.

It should be pointed out here that in 1949 the Company changed over from streetcars to buses. Naturally, in this year, it had to meet unusual expenses for this purpose, and accumulated thereby a deficit of \$332,398. In 1950, according to its own figures, the deficit was only \$139,859. We note also that certain interurban services, formerly provided by the Company and operating at a deficit, have recently been given up or sold.

The difficulties encountered by the Company have, naturally, caused anxiety as to whether operations could be continued. On June 12, 1950, the Company obtained a temporary order from the Quebec Transportation Board permitting it to increase its rates. In spite of this increase, which is only temporary, the Company has continued to accumulate a deficit, although

less than that of the preceding year. The evidence clearly shows that the Company's financial position is not too bright.

It should also be emphasized that the cost of labour accounts for 52 per cent of the Company's operating expenses.

The situation thus set forth reflects the position which the Company has to face in forming an appreciation of its employees' requests for higher wages, as well as the difficulties confronting us in our search for a solution to the problems laid before us.

In spite of its financial situation, the Company, with obvious hesitation, seems to be inclined to offer a wage increase of 0.05 an hour to all the employees affected by the present litigation. It seems ready to face the future, to increase its deficit by that amount, counting on a possible improvement in business and on the permanency of the increase in rates obtained in 1950 by virtue of a temporary order issued by the Quebec Transportation Board.

However paradoxical it may seem, under the circumstances revealed by the evidence, and in view of the attitude taken by the Company, the undersigned recommend a wage increase of 0.07 an hour, retroactive to June 1, 1951, for all employees of the Company covered and affected by the present dispute.

B

SICK LEAVE WITH PAY

The employees are asking for one week's sick leave with pay for each year. If this leave is not used during the year it shall accumulate, and every day not claimed for this purpose shall be added or will be taken into account when the employee is retired. Although drawn up and worded in vague and indefinite terms, this request might very well amount to advanced retirement.

The employees already have a certain guarantee of protection in case of illness, although it is at their own expense. The Company rightly maintains that this clause will be difficult to apply, and that it is practically impossible for it to set up a reserve fund suitable for the purpose.

It is admitted, and it is moreover obvious, that this practice does not in any way constitute a general custom in the industry. Also, the parties have already agreed that annual vacations shall not

accumulate. (See Clause 5 of the agreement; it is practically the same principle which is involved.)

On this point, the undersigned are of the opinion that this request should be refused.

C

WEEKLY PAYMENT OF WAGES

The employees are now paid every two weeks. In certain cases it is evident that it would be more convenient for them to be paid every week. It would be easier for them to manage their budget and perhaps their purchasing power would be better balanced and could be foreseen more easily. On the other hand, earning power, output and wages would remain the same; the employee would not get a cent more. It would therefore be only a matter of convenience, an advantage, a more practical and easier state of affairs. The Company has proved that paying wages as it does at present, that is every two weeks, costs it \$10 per employee per year. Complying with the employees' request on this point would cost it an additional sum of \$3,476.43 each year for the 321 bus drivers covered by the present litigation. Moreover, the Company is afraid, and probably its fears are justified, that if this request were granted, the other employees, who, for administrative purposes, number nearly 1,500, would make a similar request.

In view of the Company's financial position, and since, in the opinion of the undersigned, it is preferable for the employees to suffer the inconvenience of being paid twice a month rather than have their purchasing power decrease while their wages remain the same, the undersigned feel that, under present circumstances and for the time being, this request should be refused, especially because of the financial situation of the Company.

All of which is respectfully submitted.

(Sgd.) EDOUARD TELLIER,
Chairman.

(Sgd.) GÉRARD LACROIX,
Member.

(Sgd.) MARCEL BÉLANGER,
Member.

Quebec, this 7th day of November, 1951.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department.

A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Logging

Logging—*Northern Quebec.—Price Brothers and Company Limited (The North Woodlands Division) and l'Union catholique des cultivateurs de Québec Inc., Service forestier (Catholic Farmers Union of Quebec, Inc., Forestry Service).*

This is the first collective agreement signed by this union through its forestry service and the first agreement covering a large number of workers in the logging industry in the province of Quebec. The agreement is to be in effect from September 13, 1951, to July 31, 1952, and thereafter from year to year, subject to notice.

The union agrees to take all means at its disposition to encourage bushworkers within its jurisdictional territory to work for the company, to discourage its members from changing camps and to encourage them to take advantage of the training facilities the company may offer. The company agrees to encourage its employees covered by this agreement to become union members.

Check-off: the company will deduct, for the duration of this agreement, union dues from the pay of employees who so authorize and remit same to the union.

Hours for day workers: the standard work week stipulated in Ordinance No. 39 of the Minimum Wage Commission shall apply to all forest operations covered by this agreement. However, the 60-hour week does not apply to cooks, cookees, choreboys and stablemen. During the driving and hauling seasons (on ice and snow) and while improvement work on rivers is in progress, men will work as many hours during the week as may be necessary to do the work in hand.

Vacations with pay: each employee covered by this agreement will receive, in lieu of a vacation with pay, vacation credits amounting to two per cent of his gross earnings during his period of employment, provided the employee has worked a minimum of 75 days within a four-month period in the subdivision covered by this agreement. This time limit shall not apply if the work is

The first collective agreement covering a large group of workers in forest operations in the province of Quebec, that between Price Brothers and Company Limited and l'Union catholique des cultivateurs de Québec inc., is summarized below.

completed before the expiration of this period and the company is unable to offer the employee work for which he is qualified. After three months of continuous service, cooks shall be entitled to seven days' time off with pay; cookees, choreboys and stablemen to three days in addition to above vacations-with-pay benefits.

Daily wage rates: wood cutters, loaders, unloaders, general labour, road men, dam guards \$8 to \$8.50; cooks \$9.25 to \$10.75; cookees, choreboys \$7.50 to \$8; teamsters, hauling \$9.50 to \$10, portaging \$8 to \$8.50; saw filers, truck drivers, snowmobile operators \$9.25 to \$9.75; tractor drivers \$9.50 to \$11.35; stableman \$7.50 to \$8.50; blacksmiths \$8.75 to \$11; shot firers, drivers, boatman (drive), sorters \$8.65 to \$9.15; handymen \$8.75 to \$9.75; compressor operators, boat and alligator operators \$9 to \$9.50; jack hammer operators \$8.50 to \$9; apprentices, handicapped workmen \$6.50 to \$7, jumpers \$4.20 (a jumper is a man who quits work of his own accord and without valid reason during 15 days following the date he starts to work). Cutting wood, rate per cord (roads made) \$5.50 to \$6.50 and up; firewood 20 to 30 inches \$4, 16 to 20 inches \$4.50. A special rate may be established for handicapped or elderly employees. Beginners in forest operations will receive apprentices' wages until they are capable of doing the work (two or four weeks, depending on classification). When called upon to combat forest fires, employees will be paid at the rate established by the Provincial Protective Service. The charge for board and lodging shall be \$1.50 per calendar day.

Seniority: in lay-offs and in promotions length of service and marital status will be considered. When labour is required, fathers of families and local workers experienced in the jobs to be filled will be given hiring preference.

Provision is made for grievance procedure.

Mining

Coal Mining—*Taylorton, Sask.—Western Dominion Coal Mines Limited and Saskatchewan Coal Miners' Union, Local 1 (National Council of Canadian Labour).*

Agreement to be in effect from July 1, 1950, to June 30, 1955. If conditions should arise rendering it impractical to carry out

the terms and conditions of this agreement without revision, it shall not be considered a breach of faith on the part of either party to terminate the agreement in accordance with the provisions of the law relating to collective bargaining agreements.

Union security and check-off: provision is made for a union shop and for a check-off in accordance with the provisions of The Trade Union Act of the Province of Saskatchewan.

Hours: eight per day, 5½ days a week, a 44-hour week, except where otherwise mutually agreed to. **Overtime:** time and one-half for work in excess of above hours and for work on Boxing Day. Eight other specified *paid holidays* shall be observed; payment therefor shall be made in accordance with provincial law.

Vacations with pay will be granted as provided for by legislation. After 15 years of continuous service, employees will be given one additional day for each year of service in excess of 15 years up to a maximum of one week. For the purpose of this provision, service will be counted "from the date of actual commencement of employment with the company or from the first day of July, A.D. 1940, whichever shall be the later".

Hourly wage rates: shovel operators, Euclid loader \$1.73; certified electric welder \$1.55; blacksmith, electrician, carpenter, uncertified electric welder, machinist, Diesel mechanic \$1.45; steam engineers \$1.30 to \$1.55; linemen \$1.26 to \$1.45; shovel oilers, caterpillar operator, trac-truck driver, tippie oiler, coal testing machine operator, road maintainer, coal sweeper \$1.35; standard gauge Diesel locomotive operator \$1.31; shovel groundman, small truck driver, firemen, pumpmen in pit (strip), box car loader operator, tippie operator, switchmen and brakemen, tradesmen helpers (all classes) \$1.26; common labourer \$1.20; apprentices 75 cents; toolhouse caretaker \$209.30 (per month), locomotive watchman \$188.30 (per month), janitor \$178.30 (per month). (The above hourly rates are 4 cents higher than the previous rates.) Effective July 1, 1951, 1952, 1953 and 1954, the above wage rates will be increased by 3 cents per hour.

Night shift differential: men engaged permanently on night maintenance work will receive 5 cents per hour extra.

Pensions: the pension fund established as of September 1, 1948, is to be continued.

Sickness benefits: both parties agree to the establishment of a fund for sickness benefits as of January 1, 1951. Contributions to the fund are to be paid to a responsible insurance company, the employer to pay a maximum of 97 cents for each employee in each month and the employees the balance needed.

Seniority: subject to qualifications to fill the position and to the efficiency of the employee, length of service shall be the determining factor in promotions, lay-offs and rehiring after lay-offs.

Provision is made for *grievance procedure*.

Metal Mining—Flin Flon, Man.—Hudson Bay Mining and Smelting Company Limited and Flin Flon Base Metal

Workers' Federal Union No. 172, International Association of Machinists, Lodge 1848, International Brotherhood of Electrical Workers, Local 1405, International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America, Local 451, United Brotherhood of Carpenters and Joiners of America, Local 1614, Brotherhood of Painters, Decorators and Paper Hangers of America, Local 1497.

Agreement to be in effect from April 19, 1951, to April 18, 1952.

Check-off: voluntary and irrevocable.

Hours: eight per day, six days a week, a 48-hour week. **Overtime:** time and one-half for work in excess of above hours; double time for work on seven specified *paid holidays* (previous agreement provided for six paid holidays).

The company agrees to continue its support of the following plans: Vacations-with-pay Plan, Apprentice Plan, Group Life Insurance, Retirement Pension Plan, Non-occupational Accident and Sickness Benefit Plan and Hudson Bay Mining Employees' Health Association.

Hourly wage rates, effective October 1, 1951: electrician \$1.28 to \$1.38, machinist \$1.33 and \$1.38, plumber \$1.33, carpenter \$1.17 to \$1.38, oiler \$1.06 to \$1.16, trades helper \$1.06, truck driver \$1.06 to \$1.23, crane operator \$1.23 and \$1.28, bulldozer operator \$1.17 and \$1.23, painter \$1.07 to \$1.38, 2nd class steam engineer \$1.19 and \$1.26; filter operator, crusher operator, ball mill operator \$1.12 and \$1.19; miner, hoistman \$1.16 and \$1.28; mucker \$1.06, motorman \$1.16; pipeman \$1.21, labourer \$1. In addition to these rates employees will be paid a cost-of-living bonus of 39 cents per hour.

Night shift differential: all hourly-paid employees will be paid a shift differential on the following basis: afternoon shift (any shift starting between 3 and 5 p.m.) 4 cents per hour, night shift (any shift starting between 6 and 8 p.m.) 6 cents per hour, graveyard shift (any shift starting between 10 and 12 p.m.) 8 cents per hour.

Seniority: a progression list will be established in each department, each employee to be placed on such list according to ability, skill, experience and length of service with the company. The progression list will be followed in upgrading and downgrading as far as departmental conditions will permit. In cases of curtailment of operations, lay-off procedure will be determined in consultation with the unions.

Provision is made for *grievance procedure* and the establishment of a *Labour-Management Production Committee and Safety Committees*.

Manufacturing

Breweries—Toronto, Ont.—O'Keefe's Brewing Company Limited, O'Keefe's Ale Brewery Limited and Canadian Breweries Transport Limited and Interna-

*tional Union of United Brewery, Flour,
Cereal, Soft Drink and Distillery
Workers of America, Local 304.*

Agreement to be in effect from April 1, 1951, to March 31, 1953, and thereafter from year to year, subject to notice.

Union security: only union members in good standing shall be employed. However, during the busy season from April 1 to October 1, extra men may be employed as long as they do not displace union men; such temporary employees will be issued union permit cards. In case the employer desires to hire a competent man, who is not a member of the union, he may do so and the union shall admit such man to the union or issue to him a union permit card if he is employed only temporarily during the busy season.

Hours: inside men (except watchmen and guards)—8 per day, 5 days a week, a 40-hour week; transport—the company will endeavour to adhere to a 5-day week of approximately 45 hours. **Overtime:** inside men—time and one-half for work in excess of 8 hours per day or 40 hours per week and for work on Sundays; double time for work on eight specified *paid holidays*; transport—double time for work on eight specified *paid holidays*.

Vacations with pay: one week after six months' continuous service, two weeks after 12 months' continuous service.

Wage rates: inside men (hourly)—fermenting room and cold storage, brew house, wash house \$1.30 to \$1.40; coopers \$1.41 to \$1.51; bottlers operating machines \$1.30 to \$1.40, other bottlers \$1.25 to \$1.35; maintenance men \$1.25 to \$1.35; shipping and receiving departments \$1.25 to \$1.40; watchmen and guards \$51.44 to \$55.44 (per week); transport (weekly)—highway tractor drivers \$55.45 to \$59.45, drivers \$53.45 to \$57.45, drivers' helpers \$50.95 to \$54.95; mechanics, bodymen \$57.70 to \$61.70, painters \$56.50 to \$60.50, garage helpers \$50 to \$54. Effective April 1, 1952, the above rates will be increased by 3 cents per hour.

Cost-of-living bonus and escalator clause: the present cost-of-living bonus of 5 cents per hour shall continue to be paid as a bonus not reducible by fluctuations in the cost-of-living index, until April 1, 1952, whereupon it will be incorporated into the present basic wage. Employees will be granted a further cost-of-living bonus of one cent per hour for each 1-3 points change in the cost-of-living index from 184-1 (index figure for June 1, 1951). Adjustments in the bonus will be made monthly, upwards or downwards, following publication of the cost-of-living index for the previous month. No cost-of-living bonus will be included in the calculation of overtime.

Off-shift differential: a premium of 5 cents per hour will be paid for work on the second and third shifts.

Rubber aprons and boots will be supplied to all men when and where necessary.

Seniority: in the event of a layoff all probationary employees will be laid off first; thereafter layoff will take place according to departmental seniority providing the employee exercising seniority rights in his department is capable and willing to do the work of the employee to be laid off.

Seniority will not be invoked in the event of a temporary lay-off or suspension of operations.

Grievance adjustment: all grievances concerning violation of the agreement shall be adjusted by an arbitration committee consisting of 2 representatives to be chosen by the employer and 2 by the union. If these four cannot agree they shall select a fifth disinterested party. The decision of the majority of the committee shall be final and binding on both parties to the agreement.

Business Machines—Toronto, Ont.—The National Cash Register Company of Canada Limited and the Canadian Business Machine Workers' Union (National Council of Canadian Labour).

Agreement to be in effect from July 9, 1951, to July 11, 1952, and thereafter from year to year, subject to notice.

Union security and check-off: maintenance of membership and voluntary but irrevocable check-off of union dues (both are new provisions).

Hours: eight per day, Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of above hours and for work on Saturdays and Sundays; double time for work on eight specified *paid holidays*.

Vacations with pay: after one year's service one week, after 3 years' service 2 weeks, after 11 years' service 2 weeks and one day with an additional day for each year of service thereafter until a maximum of 3 weeks is reached after 15 years' service. If an employee is absent without permission for more than one day in any one month he will lose one-half day's vacation allowance. In the event of the death of a member of an employee's family, the employee will be allowed reasonable time off and will be given up to 3 days' pay.

Hourly wage rates for certain classifications: assembly departments—inspector-instructor \$1.63; assembler, final repairman, inspector \$1.25 to \$1.58; assembler-learner, inspector-learner \$1.05 to \$1.20; clerk, class A \$1.10 to \$1.45, class B 80 cents to \$1.05; commercial test 80 cents to \$1; finishing department—carpenter (lead hand) \$1.63; carpenter, electro maker, printer \$1.25 to \$1.58; indicator and key job, stock handler \$1.25 to \$1.45; grainer, spray painter, metal and wood finisher, metal cabinet grinder, metal cleaner, assembler, indicator press operator, box maker (wood), paper slitting machine operator, paper packer \$1.25 to \$1.35; learners (various trades) \$1.05 to \$1.20; labourer \$1.05 to \$1.25; machining department—automatic screw machine line-man \$1.63; machinist, job setter, automatic screw machine set up, spot and projection welder, heat treating, plating, grinder \$1.25 to \$1.58; machine operator \$1.25 to \$1.35, tool crib attendant \$1.25 to \$1.45; learners \$1.05 to \$1.20.

Night shift differential: employees will be paid 10 cents per hour extra for all work on a night shift.

Provision is made for *seniority rights, grievance procedure and the safety and health of employees.*

Transportation and Public Utilities

Electric Power—Province of Saskatchewan. —Saskatchewan Power Corporation and Electric Utilities Employees' Union, Locals 1, 2, 3, 4, 5, 6 and 7 (CCL).

Agreement to be in effect from June 1, 1951, to May 31, 1952, and thereafter from year to year subject to notice.

Union security and check-off: union shop for new employees with maintenance of membership for all. The company agrees to deduct the amount of monthly union dues from the pay of all employees covered by the agreement (with the exception of those employed for less than 8 days) and any union assessments from the pay of all union members and to remit such deductions to the union.

Statutory holidays: 9 specified holidays as well as any other nationally or provincially proclaimed holidays and civic holidays will be observed without deduction of pay. For work on any holiday employees will be paid double time and one-half. Employees will not be required or allowed to take time off in lieu of pay for a holiday.

Vacations with pay: one-quarter week for every month of service from date of employment to the following June 30; thereafter three weeks for each full year of service.

Pension plan: upon completion of 6 months' cumulative service employees will become eligible for coverage under the Power Corporation Superannuation Act.

Sick leave with pay: all employees will be granted sick leave credits at the rate of one-quarter week for each calendar month, or major fraction thereof, spent in the service of the company. Such credits shall be cumulative over the period of the employee's service, but no employee shall be entitled to sick leave with pay until he has completed three months of service. Employees who entered the service prior to November 1, 1949, shall upon superannuation or upon termination of employment receive a gratuity, not exceeding 4 months' salary, in lieu of one-third of the unexpended sick leave accumulated from date of employment to October 31, 1949. Employees entering the service after that date will not be eligible for a gratuity in lieu of unexpended sick leave. Employees injured in the performance of their duties will be paid an amount equal to one-third of the Workmen's Compensation Board's payments, less the normal income tax deductions, for a period not in excess of one year.

Seniority: company-wide seniority shall apply in cases of layoffs, rehiring after layoffs and in the filling of new positions or vacancies.

Provision is made for *grievance procedure* and the appointment of a *Union Safety Committee*.

Clerical, Engineering and Draughting Staffs

Hours: 7½ per day Monday through Friday, a 37½-hour week. **Overtime:** time and one-half for the first four hours of overtime and for work on Saturdays; double time after four hours of overtime and for work on Sundays.

Rest periods: all employees shall be entitled to two 15-minute rest periods each day.

Monthly wage rates: clerical staff—group 1 (office services assistant, wage calculations supervisor, cost accounting clerk, chief clerk, etc.) \$230 to \$264; group 2 (senior invoice clerk) \$225 to \$259; group 3 (senior bookkeeper, senior cashier, publicity clerk, clerical supervisor, etc.) \$203 to \$233; group 4 (senior clerk stenographer, cashier, personnel records clerk, etc.) \$188 to \$215; group 5 (bookkeeper, stock records clerk, senior book-keeping machine operator, etc.) \$182 to \$208; group 6 (clerk stenographer, etc.) \$175 to \$195; group 7 (clerk typist, varityper operator, etc.) \$170 to \$190; group 8 (book-keeping machine operator, etc.) \$165 to \$185; group 9 (accounts clerk, materials posting clerk, etc.) \$155 to \$180; group 10 (key punch operator, mail clerk) \$150 to \$175; group 11 (junior clerk stenographer) \$145 to \$170; group 12 (junior clerk, etc.) \$132 to \$157; messenger \$160. Engineers, grade 1 \$230 to \$250, grade 2 \$270, grade 3 \$290 grade 4 \$310, grade 5 \$330; undergraduate engineers \$190 to \$215; senior draughtsmen \$201 to \$231, draughtsman \$182 to \$208; tracing clerk \$147 to \$162, rurals estimator \$194 to \$215, illustrator \$225 and \$235.

Steam Plant, Plant Construction and Diesel Plant Staffs

Hours: 44 hours shall constitute a basic work week: for shift workers the actual hours of work and assigned days of rest will be as agreed upon locally; shift schedules shall be on a basis of a 4-week period. For other employees, eight per day Monday through Friday, four on Saturday. **Overtime:** time and one-half for the first four hours in excess of the normal working hours in any one day and double time thereafter. Shift workers will be paid double time for work on their regular day of rest, except where two days of rest fall in the same work week, when they will be paid time and one-half for work on the first of such days. Other employees will be paid time and one-half for work on Saturday afternoons and double time for work on Sundays.

Monthly wage rates: steam plant—senior operating engineer \$300, operating engineer \$280 and \$290, maintenance foremen \$280 and \$290; boiler operator \$245 and \$255, assistant \$210 to \$230; ashman \$210 and \$220; control room operator \$225 to \$255, shop foreman \$275, head electrician \$270 and \$280; electrician, machinist \$245 and \$255; welder \$245 to \$265; mechanic, insulator, bricklayer \$235 and \$245, maintenance man \$195 to \$225, coal foreman \$220 and \$230, coal handler \$195 and \$205, oiler \$210, cleaner \$190; plant construction—\$195 to \$300; Diesel plant—plant foreman (Swift Current) \$275, maintenance mechanic \$260, operator, combination man \$215 to \$245; junior operator \$195 to \$225; all plants—labourer 98 cents (per hour).

District and Line Staff

Hours: 8 per day Monday through Friday, 4 on Saturday or 9 per day Monday through Thursday, 8 on Friday, a 44-hour week in either case. However, hours may be varied to meet the normal requirements of the position. **Overtime:** time and one-half for

work on Saturdays beyond the regular hours and for the first 4 hours in excess of the normal working hours in any one other day; double time thereafter and for work on Sundays.

Monthly wage rates for certain classifications: district line staff—district operator \$235 to \$275, assistant \$235 to \$260; district lineman \$235 to \$260, combination man \$215 to \$245, serviceman \$205 to \$225, meter reader \$205, groundman \$195, labourer 80 cents (per hour); construction department—foreman \$245 and \$260, lineman \$190 to \$220, groundman, truck driver, timekeeper \$180; digging machine operator \$220, helper \$180, special derrick operator \$220; staker \$225 and \$240, helper \$180; cook \$225, 2nd cook \$200, labourer \$163.

Repair Department and General Stores

Hours: 44 per week of 5 days Monday through Friday, the actual hours to be arranged by mutual agreement. **Overtime:** time and one-half for work on Saturdays and for the first 4 hours worked in excess of the normal working hours in any one day, double time thereafter and for work on Sundays.

Monthly wage rates: repair department—repairshop foreman \$265; senior meter repairman \$245; meter repairman, transformer repairman \$200 to \$230; meter repairshop helper \$185; general stores—shipper, receiver \$203 to \$223; stores clerk \$195 to \$215; maintenance man, vehicle operator, salvage and repair man \$190 and \$200, storeman \$185 and \$195, labourer 98 cents (per hour).

Janitors

Hours: 8 per day Monday through Friday, 4 on Saturday. **Overtime:** time and one-half for work in excess of 4 hours on Saturdays and for the first 4 hours in excess of the normal working hours on any one day Monday through Friday; double time thereafter and for work on Sundays.

Monthly wage rates: head office—head janitor \$210, janitor \$190.

Longshoremen—Charlottetown, P.E.I.—Buntain, Bell and Company and the Labourers' Protective Union No. 9568.

Agreement to be in effect from September 22, 1951, to September 21, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: all bosses in charge of gangs loading or discharging must be union men. The bosses will be held responsible that only members of the union or card men are employed. The gang or gangs to be employed by the company shall be selected and placed by a committee of three members of the union executive.

Hours and wage rates: meal hours—12 noon to 1 p.m., 5 to 6 p.m., 9 to 10 p.m., and 1 to 2 a.m.; basic hourly rates—from 8 a.m. to 12 noon and from 1 to 5 p.m. \$1.05; from 12 noon to 1 p.m., from 5 to 6 p.m. and from 10 p.m. to 1 a.m. \$2.10; from 6 to 9 p.m. \$1.15; from 9 to 10 p.m. and from 2 to 8 a.m. \$2.30; from 1 to 2 a.m. \$4.60. Gangs required to work through a meal hour will be paid meal hour rates until relieved. In the case of potato boats, where night

gangs are required after 5 p.m., the union must be notified before 2 p.m. when new night gangs are required to work all night from 9 p.m. to 1 a.m. and from 2 to 5 a.m. the rate shall be \$1.15 per hour. Steamers arriving after 4 p.m. will not be discharged or loaded until 8 o'clock the following morning unless the union is notified by 1 p.m. For discharging molasses from ships either by day or by night the rate shall be \$1.25 per hour and 17 men shall constitute a gang. Any gang or gangs ordered to another pier shall receive one hour's pay at the basic rate for time allowed to move the ship. The rate for bunkering is \$1.25 per hour. Double the basic rate will be paid for work on Sundays and on all statutory holidays.

Twenty-one men shall constitute a gang for ships of 1,200 tons and over and 15 men and one checker for ships under 500 tons.

Provision is made for the settling of disputes.

Service

Policemen—Regina, Sask.—The Corporation of the City of Regina and the Regina City Policemen's Association, Local 155 (TLC).

Agreement to be in effect from March 1, 1951, to March 1, 1952.

Union security and check-off: union shop for new employees with maintenance of membership for all. The employer agrees to deduct union dues, fees or assessments from the pay of all employees who so request and remit same to the union.

Hours: eight consecutive hours per day with one hour off for lunch. **Overtime:** time and one-half for all special duties and for the first 5 hours of overtime; double time thereafter and for work on two specified "special holidays" (provided it is impossible to take off a day close to the day so worked). Employees required to work on eight specified "public holidays" shall be paid in accordance with the Orders of the Minimum Wage Board. If an employee is obliged to work on his regular day off, he will be granted another day off in lieu thereof.

Vacations with pay: three weeks after one year's continuous service. After five years' continuous service, vacations may be accumulated up to six weeks with the permission of the chief.

Monthly wage rates: detective 1st class, sergeants \$270; detective 2nd class, patrol sergeants \$260; constable from \$203 during first year to \$248 after fourth year; matron \$103 (these rates are \$23 higher than the previous rates). In addition all employees will receive automatically additional service pay of \$2 per month after each completed 5 years of service. The following additional allowances shall be granted: a clothing allowance of \$180 per annum to detectives; a clothing allowance of \$15 per month, up to a maximum of \$180 per year, to any uniformed employee required to work in plain clothes longer than 30 days per calendar year; a boot and mitt allowance of \$30 per annum to every employee; one complete uniform per year with one extra pair of trousers, 3 shirts and 1 tie, overcoat, raincoats and capes as may be required to every

uniformed employee; free transportation on the Regina street railway to all employees.

Paid sick leave: on the recommendation of the chief medical officer with the approval of the chief, employees will be granted sick leave with pay and, in case of injury in the course of their employment where compensation is payable under the provisions of the Workmen's Compensation Act, the difference between the compensation allowed and the regular pay of the employees until their return to duty.

Provision is made for *seniority rights* and *grievance procedure*.

Civic Employees—Saskatoon, Sask.—The City of Saskatoon and Saskatoon Civic Employees' Union, Local 59 (TLC).

Agreement to be in effect from April 1, 1951, to March 31, 1953, and thereafter from year to year, subject to notice.

Union security: union shop for new employees with maintenance of membership for all.

Hours: for city hall employees—6½ per day Monday through Friday, 3 on Saturday (except during that period of year when special hours are mutually arranged), a 36½-hour week; for hourly-rated employees—8 per day, 44 per week. **Overtime:** city hall employees—time and one-half for work after completing their regular daily hours; hourly rated employees—time and one-half for work in excess of 8 hours in any one day or 44 hours in any one week; if an employee is required to continue working after completing his regular daily hours he will be paid time and one-half for the first 3 hours and double time thereafter. For work on 8 specified *paid holidays* and on any other day proclaimed a holiday employees will be paid double time, provided they work at least 32 hours in the week in which the holiday occurs; if they work less than 32 hours they will receive holiday pay on a *pro rata* basis.

Vacations with pay: for monthly rated employees—after one year's service three weeks; for hourly-rated employees—after one year's continuous service two weeks and after three years' continuous service three weeks.

Paid sick leave: employees will be allowed sick leave with pay at the rate of one day per month of service. In the case of monthly-rated employees such sick leave is cumulative up to seven months and in the case of hourly-rated employees up to 156 days. During his first year an hourly-rated employee will not be entitled to pay for time absent through illness, but he will be credited with the number of days to which he is entitled. No sick pay will be granted to hourly-rated employees for the first day on each occasion of absence on sick leave. Employees receiving money under the Workmen's Compensation Act will be paid the difference between moneys received from the Workmen's Compensation Board and their regular wages. This payment will be charged proportionately against the employee's accumulated sick leave credit to the nearest one-quarter day.

Wage rates for certain classifications: monthly-rated employees—grade 1 (clerk-stenographer) \$1,488 to \$1,788; grade 2 (clerk-stenographer, machine operator) \$1,488 to \$1,968; grade 3 (clerk-stenographer, clerk, machine operator, weights inspector and dog catcher) \$1,608 to \$2,148; grade 4 (clerk, assistant building inspector) \$1,908 to \$2,508; grade 5 (clerk secretary-stenographer, meter reader, storeman) \$2,088 to \$2,688; grade 6 (clerk, audit clerk, assistant licence inspector, chief meter reader, sanitary inspector, building inspector) \$2,328 to \$2,928; grade 7 (clerk) \$2,508 to \$3,108; grade 8 (chief clerk, audit clerk, plumbing inspector) \$2,688 to \$3,288; grade 9 (chief sanitary inspector, accountant) \$2,808 to \$3,408. Hourly-rated employees—class 1 (operators of trenching machine, dragline, diesel patrol, bulldozer, tandem asphalt roller, road roller, Elgin sweeper, Athey loader, steam boiler, asphalt spreader, ash loader tractor) \$1.05; class 2 (operator of trucks, tractors, load packers, concrete mixers, air compressor, Ferguson roller, backfiller) \$1; class 3 (form setters, pipe layers, button-men, timbermen, sewage plant helpers, greaser, tapping machine operator, skilled labour (house sewer and water service), load packer helper) 97 cents; class 4 (common labour) 90 cents.

Escalator clause: effective July 1, 1951, all employees will be granted an adjustable cost-of-living allowance of \$4 per month or 2 cents per hour to compensate for the advance in the cost-of-living index from March 1, 1951, to June 1, 1951. On October 1, 1951, and on each quarterly date thereafter, the cost-of-living allowance will be adjusted on the basis of \$1.15 per month or ¾ cents per hour for each point change in the index above 184.1 (index figure for June 1, 1951). No reduction in the basic wage rates will be made because of a decline in the cost-of-living index.

Provision is made for *seniority rights* and *grievance procedure*.

Fire-Fighters—Saskatoon, Sask.—The City of Saskatoon and the International Association of Fire-Fighters, Local 80.

Agreement to be in effect from October 1, 1951, to March 31, 1953, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., June, 1951, p. 825) with the following changes and additions:—

Wage rates are increased by \$20.46 per month.

Escalator clause: a clause has been added providing that, in addition to the basic wage rates, an adjustable cost-of-living allowance shall be applied as follows: for every one point rise in the cost-of-living index above 188.9 (index figure for August 1, 1951) employees will be paid a cost-of-living allowance of \$1.15 per month. Adjustments are to be made on a quarterly basis, commencing January 1, 1952, using the latest index available. A movement in the cost-of-living index below 188.9 will not reduce the basic wage rates during the term of this agreement.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one first agreement and the amendment of thirteen others. In addition to those summarized below, they include: the amendment of the agreements for clock-makers in some counties of the province and for the building trades at Montreal published in the *Quebec Official Gazette* issue of November 10, and the amendment of the agreement for the shoe industry in the province gazetted November 17.

Requests for the amendment of the agreements for the building trades at Montreal, for the uncorrugated paper box industry, for retail stores, and for garage and service station employees at Quebec, and for plumbers at Hull were gazetted October 27; a request for the amendment of the agreement for truck drivers at Montreal was gazetted November 3. Requests for the amendment of the agreements for hardware and paint stores at Quebec, for the building trades at Chicoutimi and at Hull, and for barbers and hairdressers at St. Hyacinthe were gazetted November 10. Requests for the amendment of the agreements for the sheet metal fabricating industry at Montreal, for bakers and bakery salesmen and for barbers and hairdressers at Quebec, for the dress manufacturing industry in the province, and for the building trades at Hull were all gazetted November 17.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Food Products Manufacturing and Wholesale Food Trade, Quebec.

An Order in Council, dated October 25, and gazetted November 3, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 930, Aug., p. 1094, Dec., p. 1774; Dec., 1947, p. 1804; Oct., 1948, p. 1128; June, 1950, p. 872, Dec., p. 2066; Sept., 1951, p. 1250, and previous issues).

Overtime may be worked by occasional employees only when regular employees have declined or are unable to perform such work, or in the case of shortage of regular employees. The overtime rate of 65 cents per hour for junior employees is deleted. In the case of truck drivers, truck drivers' helpers, carters, etc. one-half hour may be worked in addition to the regular working day and shall not be considered overtime if the total extension in one week does not exceed one hour.

Minimum weekly wage rates for certain classifications are revised as follows: egg grader (male or female handling goods weighing 35 pounds or more) in zone I—from \$28 per week in first year to \$36 during and after fifth year, from \$25 to \$32.40 in zone II, from \$23.80 to \$30.60 in zone III; egg grader (female handling goods weighing not more than 35 pounds) in zone I—from \$20 per week in first year to \$28 during and after fifth year, from \$18 to \$25.20 in zone II, from \$17 to \$23.80 in zone III; in all 3 zones—warehouse female personnel outside the office staff (excepting packing houses and food products factories) \$19 per week during first year, thereafter \$21; warehouse female personnel (except office staff) in packing houses from \$19 per week in first year to \$23 during and after third year.

Minimum weekly wage rates in zone I for commercial salesmen, etc. governed by Part 2 of this agreement are increased by \$2 per week as follows: from \$24 per week during first 6 months of selling experience to \$39 during and after fourth year.

Cost-of-living bonus for commercial salesmen, etc. (L.G., Dec., 1950, p. 2066) shall be added only to the basic wages of the employees in the case of an upward variation in the Federal cost-of-living index above the 166-point mark; the basic weekly rate will not be affected if the index goes below 166.

This amendment also governs the ratio of employees in certain classes to the total number of employees engaged.

Ladies' Handbag Manufacturing, Province of Quebec.

An Order in Council, dated October 25, and gazetted November 3, makes obligatory the terms of a first agreement between "The Handbag Manufacturers' Council", "The Handbag Manufacturers' Guild Inc.", and The Pocketbook Workers' Union to be in effect from November 3, 1951, until September 1, 1952.

This agreement applies to the manufacture of ladies', misses', and children's handbags, purses and pocketbooks made out of any material and of any description except the manufacture of "corde" (bonanz embroidery).

Territorial jurisdiction comprises the entire province divided into zones as follows: zone I—The Island of Montreal and within a radius of 35 miles from its limits; zone II—cities and towns with a population of 20,000 or more not included in zone I; zone III—the remainder of the province.

Hours: 8 per day, Monday through Friday, 40 per week.

Overtime: time and one-half for work in excess of 8 per day, and for work on Saturdays.

Specified holidays: employees engaged in this industry for one year and who have completed 3 months' service in the same shop are entitled to 2 *paid holidays*, Good Friday and Labour Day. Such pay may be reduced on a percentage basis because of absence during the work week in which the holiday occurs except in the case of illness or lay-off. Employees may abstain from work on any religious holiday.

Minimum hourly wage rates: zone I—framer (first class), cutter (first class) \$1 per hour; paper and lining cutter, framer (second class), operators (second class), lining operator (first class) 70 cents; operator (first class) 90 cents; framer (third class), lining operator (second class), folder 50 cents; cementer and paster, stapler, general hand 40 cents; apprentice 35 cents. Minimum wage rates in zones II and III are $7\frac{1}{2}$ and 10 per cent respectively less than those rates for zone I. Piece-work is not prohibited but any such work done, in any zone, will be paid for at not less than the above minimum rates, plus 10 per cent.

Vacation with pay: one week after one year's service; 2 weeks after 5 years of service. Employees with less than one year of service preceding June 15 of any year are entitled to remuneration equal to 2 per cent of their gross earnings. In case of termination of employment all employees with 2 months of service are entitled to 2 per cent of wages earned during the period entitling them to a vacation.

Other provisions of this agreement include regulations governing division of work during slack periods, work by employers, and responsibility for outside contracts.

Ladies' Cloak and Suit Industry, Province of Quebec.

An Order in Council, dated October 31, and gazetted November 10, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48; June, 1948, p. 619; Aug., 1949, p. 987; Jan., 1950, p. 77; April, 1951, p. 543, and previous issues).

Minimum wage rates for employees working on an hourly or weekly basis only: fully skilled cutters \$1.35; semi-skilled cutters \$1.02 $\frac{1}{2}$; trimmer \$1.04; fur tailor \$1.12; assistant fur tailor, machine baster, special machine operator 83 $\frac{1}{2}$ cents; button sewer, general hand, examiner 59 cents per hour.

Minimum wage rates for piece-work (piece rates to be fixed to yield at least the following rates for workers in the following classes): skilled operator (male) \$1.35, (female) \$1.10 $\frac{1}{2}$; section operator (male and female), top presser, machine presser—\$1.35; under presser \$1.28; piece presser, semi-skilled operator (male) \$1.02 $\frac{1}{2}$; semi-skilled operator (female) 96 cents; skirt maker, lining maker, finisher, hand baster 83 $\frac{1}{2}$ cents per hour.

Minimum weekly wage rates for apprentices: apprentice operators, pressers and fur tailors from \$16.20 per week during first 6 months to \$40.48 at the end of 36 months; apprentice skirt makers, lining makers, finishers, machine basters, hand basters and special machine operators from \$16.20 in first 6 months to \$33.44 after 24 months; apprentice cutters and trimmers from \$16.20 in first 6 months to \$53.92 after 48 months; apprentice button sewers, general hands and examiners from \$16.20 in first 6 months to \$23.76 after 18 months.

Notwithstanding the minimum rates set forth in the present agreement all weekly or hourly workers will receive an increase of 4 $\frac{1}{2}$ per cent over their rates prevailing August 4, 1951, and all piece-work rates will be increased by 3 $\frac{1}{2}$ per cent.

Apprenticeship regulations are also included in this amendment.

Ornamental Iron and Bronze Workers, Montreal, Three Rivers and Sherbrooke Districts.

An Order in Council, dated October 17, and gazetted October 27, amends the previous Orders in Council for this industry (L.G., Feb., 1951, p. 233, June, p. 827, Aug., p. 1107, Oct., p. 1377).

Minimum hourly wage rates in zone I (Montreal District): in accordance with a cost-of-living wage adjustment previously provided for (L.G., Feb., 1951, p. 233) minimum hourly rates are increased by from 5 to 7 cents per hour and are now as follows: mechanics, erectors \$1.38 per hour; fitters, blacksmiths \$1.24; helpers (shop or field) \$1.11. The above rates will be reduced on a percentage basis each time the cost-of-living index for the city of Montreal recedes 5 points.

Sheet Metal Manufacturing, Montreal.

An Order in Council, dated October 25, and gazetted October 27, amends the previous Order in Council for this industry (L.G., July, 1951, p. 976). Another amendment to this agreement was gazetted August 11, 1951, page 2185.

Minimum hourly wage rates are in most cases increased by 9 to 13 cents per hour and rates for certain classifications are now as follows: sheet metal mechanic \$1.52; welders class "A", toolmakers \$1.59; buffer and polisher class "A" \$1.40; machinist, assembler and specialist \$1.33; machinist mechanic \$1.54; painters \$1.44, spray painter

\$1.26; blacksmith \$1.46; production welders from \$1.07 in the first 6 months to \$1.25 in fourth 6 months (then they are eligible for class "C" at \$1.33 per hour, if they qualify); machine operator \$1.25; production workers, truck drivers, stock and store-keeper, warehousemen \$1.09 per hour. Minimum rates for assistant foremen are increased from \$1.52 per hour to \$1.66, and the starting rates for boys from 16 to 18 years of age are increased from 64 to 70 cents per hour. As previously in effect apprentice sheet metal mechanics will be paid 50 per cent of journeyman's rate in first year to 85 per cent in fourth year. Night shift differential is unchanged at 5 cents per hour extra.

Construction

Building Trades, Montreal.

An Order in Council, dated October 25, and gazetted November 3, amends the previous Orders in Council governing Part "C" of this agreement as it applies to the *marble, tile and terrazzo trades* in this industry (L.G., Aug., 1951, p. 1108, Nov., p. 1539). Another amendment to this agreement was published in the *Quebec Official Gazette*, October 13, 1951, on p. 2762.

Hours: 8 per day, 40 per week.

Overtime: time and one-half for work performed in addition to the regular day's work; double time for work between 10 p.m. and 8 a.m. and on Sundays and nine specified holidays; triple time for work on 2 additional *paid holidays* Dominion Day and Labour Day.

Minimum hourly wage rates: marble setter; tile setter, terrazzo layer \$1.75; hand marble polisher \$1.42; terrazzo polishing machine operator (dry) \$1.56, (wet) \$1.36; apprentice marble, tile and terrazzo setters from \$1 per hour in first year to \$1.55 in fourth year; apprentice terrazzo polishing machine operator (dry) from \$1.26 per hour in first 3 months to \$1.56 after 6 months, (wet) from \$1.21 during the first 3 months to \$1.36 after 3 months. From October 15, 1951, all apprentices with the exception of first year apprentices will be paid a bonus of 5 cents per hour.

Other provisions of this amendment include regulations governing pay for operations carried out at times other than during regular working hours, pay for travelling time to and from jobs outside the city limits, and transportation and board for work performed outside the city.

Apprenticeship regulations are also included in this amendment.

Building Trades, Hull.

An Order in Council, dated October 31, and gazetted November 10, amends the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78, April p. 517, Nov., p. 1905; Jan., 1951, p. 64, March, p. 358, June, p. 828).

Territorial jurisdiction is amended by the deletion of the county of Labelle.

Another Order in Council, dated October 31, and gazetted November 10, extends the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78, April, p. 517, Nov., p. 1905; Jan., 1951, p. 64, March, p. 358, June, p. 828) to November 12, 1952.

Building Trades, St. Jérôme.

An Order in Council, dated October 31, and gazetted November 10, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559; May, 1950, p. 694, Oct., p. 1680, Nov., p. 1905; Jan., 1951, p. 64, Nov., p. 1539).

Territorial jurisdiction is now extended to include the county of Labelle.

All operations governed by Ordinance No. 39 of the Minimum Wage Commission, specially and including the construction of roads, camps and other improvements required in forest operations, such as dikes, dams, booms, piers, flumes or chutes, etc., are not governed by the terms of this agreement.

Building Trades, Chicoutimi and Neighbouring Counties.

An Order in Council, dated November 7, and gazetted November 17, amends the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872; Aug., 1949, p. 987; Aug., 1950, p. 1185, Nov., p. 1904; March, 1951, p. 358, May, p. 691, Sept., p. 1251, Dec., p. 1672, and previous issues).

Overtime: zone I-A—time and one-half for work performed in excess of 10 hours in a same calendar day. However, plumbers and steamfitters will receive time and one-half for work after noon on Saturdays.

Minimum hourly wage rates in zone I-A are excluded from the terms of the cost-of-living wage adjustment clause previously provided for (L.G., Sept., 1951, p. 1251). However, this amendment provides for an increase of 10 cents per hour to all skilled workers, and an increase of 5 cents per hour to helpers and labourers in zone I-A.

Trade

Trade and Office Employees, Arvida, Jonquière, Kénogami and St. Joseph d'Alma.

An Order in Council, dated October 31, and gazetted November 10, amends the previous Orders in Council for this industry (L.G., April, 1945, p. 518, Aug., p. 1199; July, 1946, p. 931, Nov., p. 1586; Sept., 1947, p. 1309; Nov., 1948, p. 1248; June, 1950, p. 876). The present agreement applies to any person, association or corporation operating a financial, industrial or commercial establishment or an agency excluding insurance companies, banking concerns, and establishments under other collective agreement, railway employees and employees of the pulp and paper industry.

Hours in commercial establishments (wholesale and retail): 47 per week for female employees; 50 per week for male employees (a reduction of 3 and 6 hours per week respectively). However, in groceries, butcher shops, grocer-butcher establishments, licensed groceries and restaurant-groceries weekly hours are as follows: 50 per week for females and 53 for male employees. This last provision is a new one. Weekly hours for employees in hotels, gasoline stations, etc. are unchanged at 60 per week.

Overtime: employees working in commercial establishments will now be paid time and one-half for work on any of 14 *paid holidays* (an increase of one).

Minimum wage rates in retail commercial establishments for certain classifications are now as follows: department manager (male) \$47 per week, (female) \$30; accountant (male) \$45, (female) \$30; floor walker (male) \$30, (female) \$27.50; stenographer and typist (male) from \$19 in first year to \$27 in fourth year, (female) from \$18 in first year to \$25 in fourth year; clerks (male) from \$16 in first 6 months to \$33 in fifth year, (female) from \$15 in first 6 months to \$24 in fifth year, clerks with over 5 years of experience—(male) $\frac{1}{2}$ class "A" \$35, $\frac{1}{2}$ class "B" \$37, $\frac{1}{2}$ class "C" \$40, (female) $\frac{1}{2}$ class "A" \$25, $\frac{1}{2}$ class "B" \$27, $\frac{1}{2}$ class "C" \$30; cashiers (male and female), and seamstresses same rates as clerks; delivery man from \$25 in first year to \$40 in fourth year; commission salesmen or agents from \$25 in first year to \$40 in fourth year. (The above rates are from \$1 to \$10 per week higher for male employees and \$1 to \$6 higher for female employees than those previously in effect.)

Minimum wage rates in groceries and butcher shops (retail trade) for certain occupations are now as follows: departmental manager (male) \$45, (female) \$32; accountant bookkeeper and collector (male) \$40, (female) \$30; stenographer and typist (male) from \$19 in first year to \$27 in fourth year, (female) from \$18 to \$25; supervisor (male) \$45, (female) \$30; clerks (male) from \$16 in first 6 months to \$39 in eighth year, (female) from \$15 in first 6 months to \$24 in sixth year; cashiers same rates as clerks; butcher \$45, butcher clerks from \$16 in first 6 months to \$39 in eighth year; delivery men from \$19 in first year to \$35 in fourth year. (The above rates are from \$2 to \$7 per week higher for male employees and from \$2 to \$5 higher for female employees.)

Minimum wage rates in commercial establishments other than retail for certain classifications: accountant bookkeeper (male) \$40 per week, (female) \$30; clerks

(male) from \$20 per week in first year to \$30 in fourth year and thereafter, (female) from \$18 to \$30; delivery man \$35; travelling salesman, commission agent and collector (male) \$40, (female) \$25. (The above rates are in most cases from \$3 to \$5 per week higher than those previously in effect.)

Minimum wage rates in financial, industrial establishments: manager, chief-accountant, treasurer, head-clerk \$57 per week; assistant manager, assistant chief-accountant, assistant treasurer, assistant head-clerk \$50; accountant, cashier \$45; bookkeeper, collector, meter reader \$40; clerk, typist \$35; stenographer (male) \$30, (female) \$25; junior clerk, typist (male) from \$18 in first year to \$32 in fifth year, (female) from \$18 in first year to \$24 in third year. (The above rates are from \$2 to \$5 per week higher.)

Male employees who do not actually earn \$50 per week and female employees earning under \$40 per week will receive a minimum increase of \$1.50 per week. In computing this wage adjustment, increases which have been given since December 1, 1950, over the former scale of minimum rates will be taken into account, excepting the graduated increases provided for by this agreement. However, such increases shall not exceed \$5 per week.

Cost-of-living wage adjustment clause provides for a \$1 per week increase or decrease for each 3-point rise or fall in the cost-of-living index for Canada (base 182 points) published by the Federal Bureau of Statistics. However, there will be no reduction in wage rates if the cost-of-living index should go below 182.

Employees engaged after the effective date of this amendment will benefit by the weekly cost-of-living bonus only when the Federal cost-of-living index has increased 3 points, reckoning from date of their employment.

Employees governed by the present agreement whose working and apprenticeship conditions are not specifically determined in this agreement shall be governed by those provisions stipulated in Ordinance No. 4 of the Minimum Wage Commission.

Industrial Standards Acts, Etc.

Recent proceedings under the Industrial Standards Acts, etc.* include four new schedules, all summarized below.

ONTARIO

Construction

Painters, Sault Ste. Marie

An Order in Council, dated October 4, and gazetted October 20, makes binding the terms of a first schedule for painters and decorators at Sault Ste. Marie, to be in effect from October 30, 1951, "during pleasure".

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister

charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August 1951, p. 1110.

Hours: 8 per day, 4 on Saturday, 44 per week. Work which cannot be performed during the regular hours of a regular working day may be done during other hours and such work will be known as *night work* except when performed on a job completed in a 20-hour period. No employee will work more than 12 hours in any 24-hour period, and 8 hours' work in any 24-hour period will constitute a regular working day.

Overtime: time and one-half for the 7-hour period immediately following a regular work day and during the 4-hour period immediately following 8 hours' work in any 24-hour period known as night work; double time for all other overtime work including Saturday afternoon, Sunday and 7 specified holidays. No overtime work on Labour Day without a permit from the advisory committee.

Minimum hourly wage rates: \$1.35 per hour for spray-painting, \$1.25 for all other work during regular working periods and for *night work*.

The advisory committee is authorized to fix a lower minimum rate for handicapped workers.

Carpenters, Windsor

An Order in Council, dated October 4, and gazetted October 20, makes binding the terms of a new schedule for carpenters at Windsor, to be in effect from October 30, 1951, "during pleasure".

Hours: 8 per day, 40 per week, as previously in effect. Where work is of such a nature it cannot be done during regular working hours it may be performed during any other hours, if an employee does not work more than 8 hours, and such work shall be *night work*. Work performed in 2 or more shifts in any 24-hour period, if an employee does not work more than 8 hours, and is not employed elsewhere, while engaged on shift work, shall be considered a regular working day.

Overtime: time and one-half during the one hour period immediately following the working period of a regular working day; double time for all other overtime and for work on Saturdays, Sundays and 7 specified holidays (previously 5). Work may be done on Saturday before noon at regular rates to permit pouring of concrete. No work will be performed on a holiday without a permit from the advisory committee and such permission will only be granted in cases of extreme necessity.

Minimum hourly wage rate is increased from \$1.50 per hour (L.G., Jan., 1949, p. 68) to \$1.90 per hour during regular working periods, and for night work. Employees will receive 8 hours' pay for 7 hours' work on night shifts. The advisory committee is authorized to fix a lower minimum rate for handicapped workers.

Painters, Port Arthur and Fort William

An Order in Council, dated October 11, and gazetted October 27, makes obligatory the terms of a first schedule for painters

and decorators at Port Arthur and Fort William, to be in effect from November 6, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, 40 per week. Work which cannot be done during regular hours of a regular working day may be completed during other hours and such work will be known as *night work* except when performed on a job completed in a 20-hour period. No employee will work more than 12 hours in any 24-hour period, and 8 hours' work will constitute a regular working day.

Overtime: time and one-half for work during the 7-hour period immediately following a regular working day and on Saturday between 8 a.m. and noon, and for the 4-hour period immediately following 8 hours' work in any 24-hour period known as night work; double time for all other overtime including Saturday afternoon, Sunday and 7 specified holidays. No overtime work without a permit from the advisory committee.

Minimum hourly wage rates: \$1.45 per hour for spray-painting, \$1.35 for all other work during regular hours; rates for *night work* are 10 cents per hour higher.

The advisory committee is authorized to fix a lower minimum rate for handicapped workers.

ALBERTA

Construction

Plasterers, Edmonton

An Order in Council, dated October 9, and gazetted October 15, makes binding the terms of a new schedule for plasterers at Edmonton, to be in effect from October 25, 1951, for a period of 12 months and thereafter, during pleasure.

Hours: 8 per day, 40 per week. *Night shift* will consist of 7 hours' work between 5 p.m. and 8 a.m. *Extra shifts* must not exceed 8 hours in a 24-hour period or 40 hours in that week and the starting time must be between 8 a.m. and 4 p.m. No employee will work more than one shift in 24 hours unless overtime is paid.

Overtime: except for night or extra shifts time and one-half for all work done between 5 p.m. and 10 p.m.; double time for work between 10 p.m. and 8 a.m., and for work on Saturdays, Sundays and 8 specified holidays. No work to be done on Labour Day. *Extra shifts* where not worked 3 consecutive nights will receive time and one-half for the first 4 hours; double time thereafter.

Minimum hourly wage rates: \$1.60 per hour. Apprentices will be paid as per Apprentices Board Regulations. Employees on *night shift* will receive 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for handicapped workers.

Apprentices will be governed in accordance with the Alberta Government Apprenticeship Act and Regulations and Orders issued thereunder.

Fair Wages Conditions

In Dominion Government Contracts

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from

the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During October

1 Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 148 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 153 construction contracts was awarded by various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour," and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and sub-contractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

2 Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 38,264.40
Defence Production (September Report) ..	11,718	55,074,304.00
Post Office	12	107,899.55
Public Works	1	7,475.00

3 Arrears of Wages

During October the sum of \$292.61 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed to the one employee concerned.

Contracts Containing Fair Wages Schedules Awarded, October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

St John's Nfld: Thomas Royle, construction of roads etc. *Cornwallis N S*: Herman MacDonald, construction of married quarters. *Tuft's Cove N S*: Trynor Construction Co Ltd, rough grading of school area. *Coverdale N B*: Moncton Electricity & Gas Co Ltd,* installation of street lighting system; George Mabee, installation of storm sewer system. *Saint John N B*: Maritime Waterproofing & Contracting Co, repointing & repairing brickwork & walls. *Rouyn P Q*: Ray Bourbeau,* landscaping. *Sorel P Q*: Sorel Industries Ltd, construction of houses. *Ajax Ont*: Apex Roofing Service,* patching & re-coating roof. *Barriefield Ont*: McGinnis & O'Connor Ltd, construction of roads, lanes & driveways; McGinnis & O'Connor Ltd,* supplying fill; McGinnis & O'Connor Ltd,* maintenance of roads. *Camp Borden Ont*: Churchville Downs Farms,* landscaping. *Clinton Ont*: Hamilton Garden Service,* landscaping. *Exeter Ont*: Carl Henry, installation of septic tanks. *Hamilton Ont*: Ontario Electric, installation of electrical service. *Petawawa Ont*: H J McFarland Construction Co Ltd, surfacing of roads & driveways; W E Baker,* landscaping. *Pictou Ont*: Greene Construction Co Ltd,* installation of concrete walks etc. *Dundurn Sask*: Shoquist Construction Ltd, construction of houses. *Kamsack Sask*: P W Graham & Sons,* painting & insulation; P W Graham & Sons Ltd,* construction of sidewalks & steps. *Lloydminster Sask*: A T Dodge,* patent defects. *Moose Jaw Sask*: Victoria Construction & Mfg Co,* partial insulation of houses; Victoria Con-

struction & Mfg Co,* partial insulation of houses. *Regina Sask*: Commercial Painters & Decorators,* repainting gable ends & bay windows; Victoria Construction Mfg Co,* partial re-insulation of houses; Victoria Construction & Mfg Co,* repairs to walls and floors etc; Victoria Construction & Mfg Co,* construction of canopies & repairs to roofs; Victoria Construction & Mfg Co,* erection of canopies etc; Commercial Painters & Decorators,* repainting of gable ends etc; Victoria Construction & Mfg Co,* re-insulation & repairs; Waterman, Waterbury Mfg Co,* replacement of casings, hoods etc. *Weyburn Sask*: Victoria Construction & Mfg Co,* relaying of basements. *Edmonton Alta*: Stevens Contractors Ltd, installation of housewalks; A W Fisher & Co Ltd, installation of thermostats; Haddow & Maughan Ltd, installation of thermostats; R H Palmer (Alberta) Ltd,* installation of weather stripping; Northwestern Utilities Ltd, installation of gas distribution system. *Namoo Alta*: Northwestern Utilities Ltd, installation of gas distribution system; Northwestern Utilities Ltd, installation of gas distribution system. *Red Deer Alta*: DeGrood Bros,* patent defects; Bill Hopps & Co,* patent defects. *Esquimalt B C*: General Construction Co Ltd, paving of streets & driveways, Belmont Park. *Vancouver B C*: George Meredith, construction of sidewalks & steps; Monarch Construction Co Ltd,* maintenance of roads, lanes & drains; Monarch Construction Co Ltd, maintenance of sewers & water system; Edward Johnston,* landscaping.

Defence Construction Limited

Glace Bay N S: Maritime Steel & Foundries Ltd, erection of structural steel for armoury. *Greenwood N S*: M F Schurman Co Ltd, construction of VHF/DF bldg. *Newcastle N B*: Saint John Drydock Co Ltd, erection of structural steel for armoury. *Drummondville P Q*: Dominion Structural Steel, erection of structural steel & long span joints for armoury. *Shawinigan Falls P Q*: John F Wickenden Co, construction of armoury. *St Johns P Q*: Newton Construction Co, construction of barrack block & mess. *Quebec P Q*: Frs Jobin Inc, alterations to RCN training school. *Valcartier P Q*: Beaudet & Sons, construction of garages. *Valleyfield P Q*: Lewis Bros Asphalt Ltd, asphalt concrete paving. *Ville La Salle P Q*: Lord Com-

pagne Ltee, erection of structural steel for garage. *Aylmer Ont*: Elgin Construction Co, erection of steelox type prefabricated bldgs & frame ablution area. *Barriefield Ont*: Holdcroft Construction, installation of water main loop; Basil C Broad, installation of fill. *Camp Borden Ont*: W B Sullivan Construction Co Ltd, construction of barrack block; Frankel Corp, erection of structural steel for mess; Truscon Steel Co Ltd, erection of reinforced steel for mess; A W Robertson Ltd, erection of steelox bldgs. *Centralia Ont*: E P A Construction, construction of leanto extensions to hangers; W C Brennan, construction of sludge sewage disposal plant. *Clinton Ont*: London Steel Construction Co Ltd, erection of structural steel for mess; Truscon

Steel Co Ltd, erection of reinforced steel for mess; John Gaffney Construction, construction of firing range. *Downsview Ont*: Sutherland Construction, construction of roads, car park etc; Lundy Fence Co, erection of security fence, medical laboratory area. *Kingston Ont*: Harry Lecomte, earthwork, seeding, irrigation system & goal posts & markers. *London Ont*: McKay-Cocker Construction, construction of barrack block; Truscon Steel Co Ltd, erection of reinforced steel for barrack block; London Steel Construction, erection of structural steel for garage. *Meaford Ont*: Turvey Electric, installation of electric wiring in garage. *Midland Ont*: Nap Beauchamp Construction, construction of armoury. *North Bay Ont*: Standard Iron & Steel Works, erection of structural steel for control tower; Sterling Construction Co, construction of sewage disposal plant, water & sewer system; Sterling Construction Co, construction of control tower. *Ottawa Ont*: A S Petersen Ltd, construction of storage bldgs; Dibblee Construction Co, paving compound, Plouffe Park. *Picton Ont*: H J McFarland Construction, construction of barrack block & mess. *Rockcliffe Ont*: Doran Construction Co, construction of unit supply bldg & fire hall. *Toronto Ont*: Dominion Structural Steel,

erection of reinforced steel for administration bldg. *Trenton Ont*: Tatham Co Ltd, construction of hangar leanto extensions. *MacDonald Man*: Pearson Construction Co, erection of water storage reservoir, sewage filter & related work. *Portage La Prairie Man*: Manitoba Power Commission, installation of electrical distribution system; Manitoba Bridge & Engineering Works, construction of storage tanks. *Rivers Man*: Peter Leitch Construction Ltd, construction of gun testing stop butt & unit supply bldg; Peter Leitch Construction Co Ltd, construction of VHF/DF bldg. *Shilo Man*: Bird Construction, construction of barrack blocks. *Grenfell Sask*: Bird Construction, construction of drill hall. *Moose Jaw Sask*: Piggott Construction Co, construction of control tower; Vulcan Iron & Engineering, erection of structural steel for control tower. *Swift Current Sask*: McWilliam Construction Co, construction of armoury. *Calgary Alta*: Timbersteel Structures Ltd, construction of garage. *Wainwright Alta*: Baynes-Manning Ltd, construction of rifle ranges. *Port Coquillam B C*: Campbell-Bennett Ltd, clearing, grubbing & grading. *Trail B C*: Bennett-White Construction Co, construction of drill hall. *Victoria B C*: G H Wheaton, construction of barrack block & mess.

Defence Production

(September Report)

Summerside P E I: Curran & Briggs Ltd, construction of water mains & installation of hydrants & valves, RCAF Station. *Cornwallis N S*: L G Rawding, completion of playing field, HMCS "Cornwallis"; Provincial Electric Ltd, installation of electrical system, HMCS "Cornwallis". *Dartmouth N S*: Dominion Steel & Coal Corp Ltd, construction of security fence, Marine Section, RCN Air Station, HMCS "Shearwater"; Acadia Construction Ltd, asphalt spraying & rolling of runway surfaces, HMCS "Shearwater". *Debert N S*: J D Barrett, installation of steam boiler, repairs to heating tunnel, underground heating distribution system & low pressure heating system, RCAF Station. *Sydney N S*: R G McDougall, redecking of main portion of main jetty, Point Edward Naval Base; Sydney Plumbing & Roofing Co Ltd, rehabilitation of overhead steam & return mains, Point Edward Naval Base. *Longue Pointe P Q*: Frank Lapan Ltd, repairs to asphalted surfaces of roads, parking, loading & storage spaces, Ordnance Depot. *Kingston Ont*: A P Green Fire Brick Co Ltd, renovation of heating plant. *Ottawa Ont*: Dominion Steel & Coal Corp Ltd,

erection of security fence, RCAF Station, Victoria Island; Campbell Steel & Iron Works Ltd, renewal of heating system, Garage Bldg (Beach Bldg). *Rockcliffe Ont*: R A Bingham, painting of hangars, RCAF Station. *Trenton Ont*: Frank H Lowrey, replacement of garage doors, RCAF Station. *Portage la Prairie Man*: T J Pounder & Co Ltd, re-surfacing of access road, RCAF Station. *Moose Jaw Sask*: A L Charlebois Ltd, hangar roof replacement, RCAF Station. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, repairs of runways, taxi strips & drainage, Air Materiel Base. *Edmonton Alta*: Sparling-Davis Co Ltd, repair of roads & surface drainage, Northwest Air Command Headquarters. *Macleod Alta*: Barr & Anderson (Interior) Ltd, roof repairs, RCAF Station. *Namao Alta*: Poole Construction Co Ltd, rehabilitation of warehouse & interior repairs to hangars, RCAF Station. *Penhold Alta*: Assiniboia Engineering Co Ltd, repair of runways, aprons, taxi strips & drainage, RCAF Station. *Fort Nelson B C*: Black, Sivals & Bryson Ltd, overhaul of fuel storage tanks, RCAF Station.

National Harbours Board

Montreal Harbour P Q: Miron & Freres Ltd, renewal of pavement, Jacques Cartier Bridge; Dominion Steel & Coal Corporation Ltd, construction of a wire fence

for storage yard, Section 43. *Vancouver Harbour B C*: McKenzie Barge & Derrick Co Ltd,* dredging berths at Ballantyne Pier, Lapointe Pier & No. 1 Jetty.

Department of Public Works

Stephenville Nfld: Chester Dawe Ltd, construction of RCMP detachment bldg. *Halifax N S*: R E Knight, improved accommodation for UIC; T P Lusby Co Ltd, alterations & additions to plumbing, heating & ventilation, Rockhead Hospital. *Lockeport N S*: Diamond Construction Co Ltd, reconstruction of breakwater. *Shippigan Gully N B*: Diamond Construction Co Ltd, breakwater repairs. *Ile au Castor P Q*: Les Constructions du St-Laurent Ltee, causeway construction. *L'Anse-a-Brillant P Q*: Marcel Cuvier & J E Keays, harbour improvements. *Lower Miguasha P Q*: Fortunat Bernard, wharf repairs. *St Jean P Q*: Lemieux & Frere Enrg, erection of science service bldg. *Delhi Ont*: Olmstead & Parker Construction Co Ltd, construction of office bldg,

Dominion Experimental Sub-Station. *Kingston Ont*: Bermingham Construction Ltd, reconstruction & improvements, Crawford Dock. *Moose Factory Ont*: Hill-Clark-Francis Ltd, construction of family residences. *Ottawa Ont*: A Amyot & J E Amyot, construction of induction laboratory for NRC. *Port Arthur Ont*: Canadian Dredge & Dock Co Ltd,* dredging. *Rockcliffe Ont*: Dibblee Construction Co Ltd, paving of roads, parade square & driveways, RCMP barracks. *Carlyle Sask*: Hilsden-Smith & Co, construction of RCMP detachment bldg. *Edmonton Alta*: A J Barrie, alterations, Charles Camsell Indian Hospital. *Westview B C*: Colby, Crane & Manufacturing Ltd, installation of marine elevator for wharf.

Department of Transport

Goose Bay Labdr: Trans-Canada Air Lines, rehabilitation of passenger waiting room. *Sydney N S*: Tidewater Construction Co Ltd, construction of access road to outer marker site. *Saint John N B*: John Flood & Sons Ltd, construction of radio range bldg. *Ancienne Lorette P Q*: Michaud & Simard Inc, additional development at airport. *Dorval P. Q*: Guy Andrews Reg'd, repairs to transatlantic

terminal bldg at airport. *Fort William Ont*: Phil Spence Construction Co Ltd, erection of reinforced concrete fog alarm bldg. *Moosonee Ont*: Tower Co Ltd, construction of staff dwelling. *Fort St John B C*: Hingley Roofing & Sheet Metal Co Ltd, repairs to hangar roof. *Quesnel B C*: Peterson Electrical Construction Co Ltd, installation of approach & hazard lighting.

Annual Report of the Department of Labour for the fiscal year 1951

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Legal Decisions Affecting Labour

Civil action against Ontario Labour Relations Board in certification case held to be abuse of court process. Quebec court holds worker in seasonal job not entitled to notice of termination at end of season

An ordinary civil action commenced by a bus company has not been permitted to proceed on the grounds that the slow process of trial would have an injurious effect on labour relations. Ontario High Court has ruled that initiation of such an action "constitutes an abuse of the process of the Court."

The Quebec Superior Court has held that an employee engaged on a monthly basis in seasonal dredging operations was not entitled to notice of termination of employment at the end of the season.

Ontario High Court

Civil Action Not Permitted to Proceed in Bus Company Certification Case

On June 27, 1951, Mr. Justice Spence in the Ontario High Court granted the application of the Ontario Labour Relations Board for a stay of proceedings initiated by Hollinger Bus Lines Limited. This bus company had sought an injunction to restrain the Board from dealing with an application of the Amalgamated Association of Street Electric Railway and Motor Coach Employees for certification as bargaining agent of the company's employees.

The case arose out of a ruling of the Ontario Labour Relations Board issued on March 10, 1951, in which the board held that the application for certification was in order and should be proceeded with. The board in its reasons for decision stated that the Hollinger Bus Lines Limited entered into a collective agreement with the Hollinger Bus Lines Employees' Association on December 13, 1949 which, by its terms, was to remain in effect until January 31, 1951. On September 28, 1950, however, the parties to that agreement, without obtaining the consent of the board to terminate the existing agreement, executed a new agreement which was to replace it, effective from October 4, 1950, and was to remain in force until January 31, 1952. On December 11, 1950, the Amalgamated Association of Street Electric Railway and

Motor Coach Employees of America applied to the board for certification as bargaining agent for the employees of the Company. The board held hearings to determine whether the application for certification was in order. The Ontario Labour Relations Act provides that an application for certification may only be made where an existing agreement has been in effect for 10 months and not more than 12 months.

At the board hearing, the company contended that the board had no jurisdiction to decide this case because it involved a question of law. The board held that it "must of necessity assert authority to interpret and apply the provisions of the Act," adding: "We fail to see how we could effectively discharge our function under the Act if we had not that right."

Secondly, the board dealt with the company's argument that the agreement of December 13, 1949, continued to be governed by the Ontario Labour Relations Act, 1948, after the 1950 Act came into force on September 1 of that year. Being for a specific term of more than one year, the agreement was one which, under the earlier legislation, might be terminated by the parties at will. The board held that the agreement was in operation on September 1, 1950 and, on and after that date, could be nothing other than a collective agreement under the current and applicable statute, the Labour Relations Act, 1950.

Finally, the company contended that the provision of the Act that a collective agreement must operate for its full term unless the consent of the board is obtained did not apply to their agreement because it was to operate for more than a year. The Board held that Section 37 (3) was applicable to all agreements. It reads as follows:—

A collective agreement shall not be terminated by the parties before it ceases to operate in accordance with its provi

sions or this Act without the consent of the board on the joint application of the parties.

Therefore, the board found that by virtue of this section, it was not open to the company and the Employees' Association, the parties to the collective agreement of December 13, 1949, to terminate that collective agreement before its normal expiry date without the consent of the board.

The board further found that the application for certification by the Amalgamated Association of Street Railway and Motor Coach Employees was timely under Section 40 (3) of the Act, which allows an application for certification as bargaining agent to be submitted to the board after 10 months and before 12 months of the term of the current collective agreement have elapsed. The board was accordingly prepared to proceed with the application. The bus company then brought an action in the High Court against the board asking for certain declarations and an injunction to restrain the board from dealing with the certification application. The board thereupon applied to the Court for a stay of proceedings.

The court allowed the board's motion. Mr. Justice Spence, in his reasons for judgment, stated that the main ground on which counsel for the board sought to have the action stayed was that an action against the board in these circumstances was an abuse of the process of the court and the court should refuse to deal with it. Any claim for relief should rather be put forward in the form of an application for prohibition and *certiorari*. It was stressed that the Ontario Labour Relations Board is a full-time board sitting almost continuously, with a staff and with a procedure designed to deal expeditiously with the complicated problems of labour relations, and to permit this action to proceed through pleadings to trial would delay the due process of the board and very deleteriously affect the efficient management of labour relations in the province.

His Lordship held that the court had jurisdiction to stay the action, and cited *Haggard v. Pélécier Frères* in which Lord Watson said:—

Their Lordships hold it to be settled that a court of competent jurisdiction has inherent power to prevent abuse of its process, by staying or dismissing, without proof, actions which it holds to be vexatious.

The question to be determined, continued Mr. Justice Spence, was whether the issuance of the writ of summons initiating an action against the board was such an abuse of the process of the court as to justify staying the action. He concluded that:—

The relief claimed by the respondent, in so far as its request for an injunction is concerned, may be asserted in an application for *certiorari* and prohibition and that an alternative method of asserting that right by the issuance of a writ does not exist. Moreover, I am convinced that the initiation of the slower and less summary method of the trial of an action, with its possibly very serious consequences in the administration of the labour relations in this and other industries, does, under the circumstances, constitute an abuse of the process of the court which the court should prevent.

In discussing the two procedures, he pointed out that the issue upon an application for *certiorari* would be a simple one: "Did the board act beyond its jurisdiction?" An affirmative answer to that question would afford complete relief.

Mr. Justice Spence also found that the company was not entitled to maintain an action for the declarations asked for in the writ, one of which was a declaration that the new agreement was merely an amendment to the previous agreement and therefore subject to the 1948 Act. He held that an action for a declaration apart from the injunction would be a declaration without any incidental relief and therefore a declaration "in the air".

He accordingly granted with costs the board's application for a stay of proceedings. *Hollinger Bus Lines Ltd. v. Ontario Labour Relations Board*, [1951] 4 DLR, 47.

Quebec Superior Court

Seasonal Worker not Entitled to Notice of Termination at end of Season

The Quebec Superior Court in session at Rimouski on January 20, 1951, dismissed the action of an employee who had been engaged in dredging operations at Ste. Anne des Monts, in which he claimed \$226 as wages in lieu of notice of dismissal. The court held that, since he was engaged in a seasonal occupation, the contract of employment was terminated automatically at the end of the season and that the usual requirement for notice of dismissal did not apply.

The plaintiff based his claim on Article 1642 of the Civil Code, arguing that it requires that one month's notice be given before termination of a contract which is

on a monthly basis. He was hired by the defendant company in April, 1949, and after July 16 was employed as driver with a monthly salary of \$200. Dredging operations were suspended on September 30 and, after the equipment had been dismantled in preparation for the winter, all employees except one guard were dismissed on October 27. The plaintiff claimed one month's wages, in addition to wages for the period from October 27 to November 1, on the ground that his monthly contract had been broken without notice.

In giving his reasons for decision, Mr. Justice Savard stated that the dredging

was a seasonal operation which had to be discontinued in the autumn when wind and the strong current of the river made the work difficult and dangerous. Seasonal workers, for instance woodsmen engaged in chopping trees or floating logs, are well aware that their employment will end when the season is over. The court held that, even though the plaintiff's contract was on a monthly basis, it ended automatically when the season's work was completed. The action was dismissed with costs. *Deraiche v. The J. P. Porter Co. Ltd.*, *Rapports Judiciaires de Québec*, [1951] C.S. Montreal, Nos. 7 and 8, 311.

Recent Regulations, Dominion and Provincial

Recent military leave regulations for prevailing rate employees and Government ships' officers provide for reinstatement in employment

Most notable of recent regulations are the following:—

Under new Dominion regulations, prevailing rate employees and Government ships' officers who have enlisted in the armed forces after July 5, 1950, and who serve for three years or less are entitled to reinstatement in employment upon discharge.

In Quebec, a blanket increase of 10 per cent in the minimum rates fixed by General Order 4, covering most unorganized workers in the Province, has been put into effect.

Barbering has been declared a designated trade under the British Columbia Apprenticeship Act.

DOMINION

Canada Shipping Act

Amendments were made to the pilotage by-laws of the Quebec District by an Order in Council (P.C. 5171) of October 3, gazetted October 24. As before, all steamships of 1,500 tons net tonnage and over, other than passenger steamships employed in voyages on the St. Lawrence or Saguenay Rivers which do not extend below the eastern limits of the Quebec District, are required to pay pilotage dues. The amendment provides that ships of from 1,500 to 2,500 tons regularly employed in voyages within the Gulf of St. Lawrence and the River St. Lawrence below Montreal which do not engage the services of a pilot need only pay pilotage dues at half the prescribed rates.

A further amendment exempts altogether from the payment of pilotage dues steamships not exceeding 2,500 tons gross tonnage which are registered in any British country, and which are engaged in voyages between Ontario and Quebec or between ports in Quebec and ports in the United States situated on the St. Lawrence River or on the Great Lakes.

Prevailing Rate Employees

The Prevailing Rate Employees General Regulations—P.C. 6190, December 6, 1949—(L.G., 1950, p. 224) were amended to allow new employees who have worked overtime during their first week of employment to be paid at overtime rates. The amendments, effective from July 1, 1951, were approved by P.C. 5299 on October 3 and gazetted October 24.

The general provision for the payment of overtime work to prevailing rate employees is that no employee may be paid at the overtime rate of one and one-half times the normal rate unless he has already worked at least 48 hours during the week at his normal rate of pay. By a new section, 10 (2), an employee who begins work after the first day of the work week may be considered, for the purpose of calculating his overtime during his first week of employment, to have worked the normal number of hours on the days of that week on which he was not yet employed.

Military Leave Regulations

Military leave regulations for Prevailing Rate Employees and Government Ships' Officers, established by P.C. 5740 of October 29, gazetted November 14, provide for the reinstatement in employment of employees who, after July 5, 1950, enlist in the Special Force or in the regular forces and serve for three years or less.

With respect to these two classes, the regulations make similar provision to that made by the 1951 Veterans Benefit Act, which applies the Reinstatement in Civil Employment Act, 1946, to persons enlisting in the armed forces after the outbreak of the Korean War.

A Government employee in either category is to be considered as on leave of absence without pay, and has the right to return to his position or to an equivalent position in the public service after his discharge from the forces. At the time of his enlistment, he is entitled to be granted and paid for any unexpired vacation leave. If, after his enlistment, a wage or salary increase, which is effective retroactively, is authorized for his occupational classification, the employee is to be paid the additional amount due to him for work done during any period before his enlistment to which the increased rate applies.

Permanent employees, temporary employees who have qualified by competitive examination, temporary employees entitled to veterans' preference and employed before January 1, 1948, or those without veterans' preference but employed before January 1, 1945, are eligible for these benefits. The regulations do not apply, however, to any employee who does not return to his job within six months of his discharge.

PROVINCIAL

British Columbia Apprenticeship Act

The trade of barbering has been added to the list of trades to which the Apprenticeship Act applies by an Order in Council of November 9, gazetted November 15.

British Columbia Hospital Insurance Act

Amendments to the regulations under this Act, approved October 23 and gazetted November 1, allow a seven-day "period of grace" for the payment of hospital insurance premiums, and reduce the period during which persons are ineligible for benefits as a result of being late in paying their premiums.

Payment of the required premium may now be made up to the seventh day of

the hospital insurance period to which the premium is applicable without any subsequent loss of benefits. Payment during the seven-day period of grace will not, however, entitle the person to benefit for those days of the current hospital insurance period before the date of payment.

The regulations provide, as before, that if the premium is not paid on or before the due date, benefits are withheld for a stated period. This period has now been reduced from a month to 14 days.

Manitoba Public Health Act

The sections of the general public health regulations dealing with disease control have been repealed and replaced by new regulations (42/51) filed November 7 and gazetted November 17. The sections of particular interest to labour are unchanged and are summarized below.

The Minister of Health and Public Welfare is authorized to order periodic medical examinations for employees in any industry where they may be exposed to some unusual industrial hazard. The minister, at the request of a medical officer of health, may also order the periodic physical examination of persons whose occupation is such that they would constitute a danger to public health if they were infected with any communicable disease.

When a case of communicable disease requiring isolation occurs on premises connected with a store or other place of business, it must be quarantined until the case is terminated and the store or living quarters have been disinfected under the supervision of the local medical officer of health. However, business may be conducted as usual provided the premises in which the case occurs are effectively sealed from the store and the employees live at another address during the quarantine period and do not come into contact with the patient, attendant or any article from the quarantined premises.

No person suffering from open tuberculosis is permitted to work in any industry, tobacco factory or business in which food or tobacco is prepared or offered for sale and no person in charge of such an industry may permit or authorize any person suffering from open tuberculosis to work on the premises.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has increased by 10 per cent all wage rates set by Order 4, 1942, which applies generally to unorganized workers in industrial

and commercial establishments. The amendment was approved by O.C. 1195 on October 25 and came into effect on November 3. The last general increase in minimum wages under Order 4 was made on December 16, 1950 (L.G., Feb., 1951, p. 247), when rates were raised by 20 per cent.

Saskatchewan Hospitalization Act

The list of hospital services for which payment may be made under the Act during the calendar year 1952 was approved by Order in Council 1965/51 on October 26 and gazetted November 3. The benefits to be provided for beneficiaries both in

Saskatchewan hospitals and in hospitals outside Saskatchewan are the same as those in effect for 1951.

The services for which payment is made include public ward accommodation, operating and caseroom facilities, surgical material, X-ray and other diagnostic procedures, physiotherapy, anaesthetic agents, drugs, and certain endocrine and vitamin preparations.

The maximum benefit which may be paid outside Saskatchewan for a beneficiary is an average of \$5 a day for not more than 60 days, except under certain circumstances. No payment may be made for a patient in a mental hospital, sanatorium, or hospital providing treatment for arthritic and rheumatic conditions.

Gustave Francq, Labour Pioneer, Passes

With the passing of Gustave Francq on January 2, Canada has lost a leading figure in the labour field. Mr. Francq, who had reached the age of 81, was identified with organized labour for over half a century.

In an editorial tribute, *The Gazette* of Montreal said: "No man, certainly no man in the Quebec scene, has contributed more to the dignity of labour than did Gustave Francq during a long and fruitful life which ended yesterday after a span of 81 years. He had been identified with organized labour for more than 60 years. He was active during some of the most turbulent periods of labour history, usually in a key position where he might have been subjected to criticism from two directions. It does not seem too much to say that in all that time and through all of that turmoil he never lost the confidence either of the workers or the employers . . .

"Gus' Francq was a sound, resolute, intelligent and honourable man who gave unsparingly of himself to the cause to which his life was dedicated. His contributions were great and his loss to the community is a real one."

A native of Belgium, Mr. Francq came to Canada as a boy in 1887 and worked for some time in Quebec City as a typographer. In the following year he joined the International Typographical Union as an active member. His career as a labour leader began when he lost his job because of his union activity, an event which occurred many times.

Mr. Francq rose to prominence in the labour movement when in 1909 he was elected as an officer of the Montreal Trades and Labour Council, where he occupied successively the posts of president and secretary. As such, he took a keen interest in municipal affairs. He was a member of the commission entrusted with the drafting of the Charter of the City of Montreal, and subsequently launched a campaign in favour of the adoption of a borough government in that city.

In his capacity of chairman of the Quebec executive of the Trades and Labour Congress of Canada, he played an important part in the shaping of labour and social legislation in Quebec. He worked to get wage legislation and served as the first chairman of the Quebec Minimum Wage Commission.

When the Quebec Federation of Labour was founded in 1937, Gustave Francq was elected as its first secretary, which office he held until 1941, when he was replaced by his grandson, Marcel Francq.

Mr. Francq was the author of many works on labour topics. When he started his own printing business 36 years ago, he launched *The Labour World*, one of the oldest labour publications in Canada.

On many occasions Mr. Francq represented Canadian labour abroad, including conferences of the International Labour Organization.

Unemployment Insurance

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 760, November 9, 1951

Held: (1) *That the action of the contract miners in withdrawing from work "en masse" when offered new terms of employment did not constitute a voluntary separation, but a stoppage of work due to a labour dispute within the meaning of Section 39 of the Act inasmuch as they took no steps to finalize their separation but kept in touch with the employer through a negotiating committee and waited for a satisfactory settlement.*

(2) *That the fact that the stoppage of work coincided with the beginning of the dispute was immaterial to the issue.*

(3) *That the statutory authorities under the Act are not concerned with the merit of a labour dispute, even if there is a question that a statute has been or is likely to be violated.*

Material Facts of Case.—The claimant was employed in a coal mine as a contract miner from 1949 to February 5, 1951, when he was put on short-time work. On February 9, 1951, he filed a short-time claim, which was allowed.

In April, 1951, two stoppages of work took place at the mine within three weeks of each other; each time the claimant lost his employment. (The circumstances which brought about those stoppages are described in the Umpire's conclusions.) As the insurance officer was of the opinion that the said stoppages of work were due to a labour dispute, he disqualified the claimant under Section 39 of the Act.

The claimant appealed to a court of referees, which unanimously upheld the decision of the insurance officer.

The union of which the claimant is a member appealed to the Umpire on the ground that there had been no labour dispute at the mine.

A hearing before the Umpire was attended by representatives of the union and the Commission.

Conclusions.—It is not disputed that the claimant lost his employment on April 2

and April 23, 1951, by reason of a stoppage of work at the mine at which he was employed.

The question I am asked to decide is whether those two stoppages of work were due to a labour dispute.

According to the facts and submissions, a delegation from the union went to see the manager of the mine on April 2 in order to find out why the contract miners had been paid at a datal rate of \$8.02 per shift for the week ending March 30, instead of on a tonnage basis as provided for in the contract. The manager refused to discuss the matter with the delegation and the men did not work that day pending clarification of the situation. On the following day, April 3, the manager refused to let the contract miners go down into the mine. On April 18, and after negotiations had taken place between a union representative and the company, the miners agreed to go back to work but at a datal rate of \$8.90 instead of \$8.02.

The men worked three days. Then, on April 23, they were called to the office and were told they would have to stay in the mine until they cleaned up the wall regardless of the time it took. The men refused, contending that the contract called for an 8-hour day subject to emergency and there was no emergency in this instance.

On this evidence it is clear that there was a dispute between the management and the employees and it is equally clear that that dispute first concerned the question of wages and later the hours of work. As the dispute was connected with the conditions of employment, it was a labour dispute within the meaning of the Act.

That the stoppage of work coincided with the beginning of the dispute is immaterial to the issue. Although a labour dispute is usually preceded by negotiations, it does not mean that the absence of negotiations before a stoppage of work is conclusive evidence that the said stoppage is not due to a labour dispute.

It was argued before me on behalf of the union that there was a breach of contract on the part of the employer and that the proposed conditions of work were unsuitable as well as contrary to The Coal Mines Regulation Act of the Province of Nova Scotia.

It has been stated in many previous decisions of the Umpire that the statutory authorities under the Unemployment Insurance Act are not concerned with the merit of a labour dispute. I would add that the question of whether a statute has been or is likely to be violated is often a matter of opinion, and I do not feel that it is within the province of the statutory authorities under the Act to determine such a question.

It has also been contended that this case involved a voluntary separation "*en masse*".

As pointed out by the Chief Claims Officer, a voluntary separation has as its objective a final severance of the relationship between the employer and the employees and as a result the employer fills the vacancy and the employee seeks employment elsewhere.

On the other hand, in a stoppage of work due to a labour dispute, there is no final separation contemplated. The employee keeps in contact with the employer either personally or through a committee or his union representative and his intentions are to return to his employer as soon as the differences are adjusted.

In the present case the miners by concerted action withdrew from work. They took no steps to finalize their separation but rather waited until matters could be arranged; they were at all times prepared to go back to work provided the dispute could be settled satisfactorily.

Under the circumstances the appeal is dismissed.

Decision CU-B 761, November 9, 1951

Held: (1) *That a bratticeman was not directly interested in a labour dispute which related only to the terms and conditions of employment of the contract miners at the mine at which he was employed, although it meant loss of work for him and his hours of work or his wages could be brought under review in the light of the settlement reached.*

(2) *That the fact that the claimant was a member of the union, the officials of which were bargaining on behalf of the contract miners was not in itself conclusive evidence of his participation in the dispute within the meaning of Section 39 (2) of the Act.*

(3) *That the mere fact that the claimant was engaged in a type of work the continuance of which was dependent on the*

performance of another type of work by other employees, did not make him a member of the same grade or class as those other employees.

Material Facts of Case.—The claimant had been employed as a bratticeman in a coal mine since 1936 when, on October 23, 1950, the contract miners, numbering about 90 out of a working force of approximately 350, refused to work because the company had rejected the union's demand that they be provided with car pushers. Other employees on the shift, including the claimant, were then told by the company to go home as there was no work for them; later on that day the claimant filed a claim for benefit.

On October 29, the union held a meeting at which it was decided that a general strike of all the mine workers would be called the next day. The general strike did take place on October 30 and it terminated the following day.

The insurance officer disqualified the claimant from October 23, 1950, to October 31, 1950, under the provisions of Section 39 of the Act. The claimant appealed to a court of referees which unanimously upheld the insurance officer's decision.

The union appealed to the Umpire, stating in part as follows:—

We do not feel that these workmen should be disqualified from the receipt of Unemployment Insurance for the days in question. There was no labour dispute at the time, for the period October 23, to October 28, 1950, these workmen were out of work, because the company sent them home as there was no work available at the mine.

On October 29, 1950, the members of the Miners' Union had a meeting regarding the condition then existing in the mine, and it was then agreed that if the company refused to put the car-pushers on, the miners would go out on strike, and therefore the company was contacted, and the company refused to engage car-pushers so a strike followed, this labour dispute commenced on Monday, October 30, 1950.

Representatives of the Commission and of the union appealed before the Umpire and made representations.

Conclusions.—It is admitted that the claimant, who is a bratticeman, lost his employment by reason of a stoppage of work due to a labour dispute, when the contract miners refused to work on October 23, 1950. It is also admitted that following a general meeting of the union on Sunday October 29, 1950, the claimant as well as all the other mine workers engaged in a strike against the company.

The question to decide is whether the claimant was entitled to relief from the disqualification imposed by virtue of subsection (1) of Section 39 of the Act for the period from October 23 to October 28, 1950.

In order to be relieved from such disqualification the claimant had to prove that he was not:—

- (1) directly interested, or
- (2) participating in, or
- (3) financing the labour dispute which caused the stoppage of work and that he did not belong to a grade or class of workers any of whom were;
- (4) directly interested, or
- (5) participating in, or
- (6) financing the dispute.

I am satisfied from the evidence before me that the claimant was not *directly* interested in the dispute, as it related only to the terms and conditions of employment of the contract miners. He was interested to the extent that it meant loss of work for him and his hours of work or his wages could be brought under review in the light of the settlement reached; but this is not the kind of interest envisaged by Section 39 (2).

Did he participate in the dispute prior to October 29?

The evidence does not indicate that the claimant, during the period from October 23 to October 28, made any positive or negative act of participation in the dispute.

It has been contended, however, that union membership was, in this case, by virtue of the theory of agency indicative of participation.

In many previous decisions of the Umpire it has been held that union membership is not in itself a conclusive indication of participation within the meaning of Section 39 (2). Union membership, however, might be evidence of participation and the weight to be attached to such evidence varies according to the other circumstances or factors present. As to the theory of agency it must go beyond the realm of the mere fact of union membership and because an individual joins a union it does not mean that he gives, *ipso facto*, a general mandate to its officials to act on his behalf in all matters.

In this case, the dispute concerned the interest of only a portion of the membership and the officials of the union were prosecuting the dispute on behalf of that portion only.

I have perused the Constitution of the United Mine Workers of America which

applies to District . . . , and nowhere can I find therein enlightenment as to what is the agreement of the members on matters pertaining to labour disputes and whether they have to be submitted for the consideration of the members whose interests are not directly involved. On the other hand, it seems significant that it was only after the merit of the contract miners' action was submitted to a meeting of the membership of the union's local that a general strike was declared; thus the inference is to be drawn that the officials felt they had no advance authorization to act for the whole membership thereof.

Under the circumstances, I consider that to hold that the claimant was a participant in the dispute would be to make union membership alone conclusive evidence of participation which would be contrary to the intent of the Act as well as to the already established jurisprudence.

The question of financing within the meaning of Section 39 (2) has not been raised in this case and there is no indication on file that the claimant either on his own or through his union "financed" the dispute.

It has been contended by the Chief Claims Officer of the Commission, however, that the claimant's functions at the mine as well as those of all the other mine workers could be assimilated to a part of a "production line" which is inter-dependent and which requires all of its sub-divisions to function in order that it might work effectively; that mine employees, like the workers on any production line, constitute one grade or class and that therefore the claimant belonged to a grade or class of workers some of whom are directly interested or participating in the dispute.

In the opinion of the Commission's representative, "the division and sub-division of production line workers can only lead to a situation where whole factories may be tied up by a break in the production chain authorized and backed by the union which controls the entire line".

The Act does not give any clear indication of the meaning and application of the terms "grade" or "class", and I would seriously hesitate before considering to extend them to a whole group of workers forming an assembly line, when only a portion of those workers is directly interested in a dispute.

If we were to accept the Chief Claims Officer's contention, it would set up a rule that the nature of the employing establishment determines the class of workers

employed there. In other words, when any kind of a labour dispute arises at an establishment engaged in mass production, the employees at such plant would be precluded by the rule from ever showing that they are not in the same grade or class as any of the other workers who may be participating in, financing, or directly interested in the dispute.

There are innumerable ways of grading or classifying workers and the basis upon which the extension of the terms "grade" or "class" must be fixed relates not only to the nature of the occupation but also to the nature of the issue in dispute.

In my opinion, no hard and fast rule must be laid down. Each case must be studied on its own merit, keeping in mind that these terms should be construed to prevent the payment of benefit from operating as a subsidy of any labour dispute and, at the same time, to permit the pay-

ment of benefit to those workers who have no interest or concern in the dispute.

I readily endorse the following remarks made by the British Umpire in decision BU-608 wherein he discusses the terms "grade" or "class": "It seems to me that the intention of the Act is to exclude from benefit, in addition to the workers who are directly interested, those who are indirectly interested by reason of the terms and conditions of their employment being the same as the persons who are directly interested".

In the present case the evidence does not indicate that the claimant's terms and conditions of employment were the same as the contract miners', nor does it indicate that the underlying purpose of the contract miners' strike was to strengthen the entire group or class of employees at the mine in their bargaining effort.

Under the circumstances, the appeal is allowed.

Monthly Report on Operation of the Unemployment Insurance Act

Statistics for October, 1951* show considerable increase in cases of recorded unemployment over previous month and same month last year

In October, the number of cases of recorded unemployment across Canada increased considerably compared with the previous month and with October of 1950.

The monthly report on the operations of the Unemployment Insurance Act issued by the Dominion Bureau of Statistics shows that during October, initial and renewal claims totalled 82,902, as compared with 62,456 in September and 62,243 in October, 1950. The most marked increase in claims took place in the provinces of Quebec and Ontario, where the adoption of short-time working schedules or the occurrence of temporary lay-offs continued in the textile and automobile industries.

A total of 128,373 persons had unemployment registers in the live file on October 31. Of these, about 25,000 were short-time claimants in the provinces of Quebec and Ontario.

Initial and renewal claims adjudicated during October totalled 77,358, of which

61,172 were entitled to benefit, and 16,186 were not. Claims disallowed numbered 6,653, while 12,482 disqualifications were imposed (including 2,949 disqualifications on revised claims). Among the chief reasons for disqualification were: "voluntarily left employment without just cause" 3,880 cases; "not unemployed" 3,499 cases; "not capable of" and "not available for work" 1,044 cases.

A total of 46,102 claimants began receiving benefit on either initial or renewal claims during the month, compared with 38,181 in September and 33,772 in October, 1950. Reflecting the situation in Ontario mentioned above, the number commencing the receipt of benefit in this province increased from 8,487 in October, 1950, to 18,390 this month.

Benefit payments for October amounted to \$3,901,854 in respect of 1,567,172 compensated days, compared with \$3,456,965 in respect of 1,378,344 days in September. In October, 1950, \$3,570,904 was paid in compensation for 1,540,670 unemployed days.

* See Tables E-1—E-6 at end of book.

During the week October 27-November 2, 72,267 beneficiaries received \$955,883 as compensation for 384,654 unemployed days, compared with 64,256 beneficiaries, \$845,822 and 338,556 days for the week September 29-October 5. Benefit payments for the week October 28-November 3 amounting to \$858,376 were made to 65,682 persons in respect of 369,286 days.

The average daily rate of benefit for the week October 27-November 2 was \$2.49, compared with \$2.50 for the week September 29-October 5, and \$2.32 for the week October 28-November 3, 1950.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during October, 1951, insurance books were issued to 4,061,164 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951. This was an increase of 99,282 during the month.

As at October 31, 1951, employers registered totalled 243,935—an increase of 98 since the end of September.

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Employment Conditions

November 1951

The usual seasonal decline in agricultural and construction employment was in progress during November in most parts of the country but logging operations in both Eastern and Western Canada were maintained at an unusually high level. Continued high activity was characteristic of base metal mines. In manufacturing, there was increasing employment and production in the producers goods industries during the month, but consumer goods industries were subject to lay-offs and short work-weeks.

In manufacturing industries, continuing expansion during November in the heavy industry and defence sectors was offset by reduced production in consumer goods industries. Labour requirements were generally not heavy during November but employers were prepared to engage skilled tradesmen. Some industries were finishing off their season's activities and releasing workers.

Processing of fruits and vegetables was mainly completed; sawmills in the east were closing down for the year. The shingle industry in British Columbia was reportedly operating at about 35 per cent of capacity, as reduced seasonal demand from builders further depressed conditions in the industry.

A heavy program of factory construction was underway, particularly in the chemical, aircraft and parts, and primary iron and steel industries. Plant completions in 1951 created an estimated 15,000 new jobs and the heavy carryover of industrial construction into 1952 will result in employment requirements of at least 10,000 additional workers. On the other hand, nearly 30,000 factory workers were on a short work week in November and some 7,500 had been laid off indefinitely from the automobile industry and about 3,700 from household appliance plants in the period from May to November.

Logging operations were at the peak period of activity during November, with the largest labour force in the history of the industry employed. In British Columbia, woods work continued active as the industry was striving to make up for the summer-long closure because of drought conditions. The supply of unskilled labour in the province was adequate but there were a few openings for top-skill men. Weather conditions were favourable during most of the month, although high level

An analysis of the current employment situation prepared by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service, the Dominion Bureau of Statistics, and other official information.

closures were beginning. Men laid off from this work were quickly absorbed in lower-level operations. The provincial tree planting program, which had employed several hundred men, was completed during the month.

In eastern Canada, logging camps were generally adequately staffed by the end of November and the condition of extreme labour shortage which had existed since early summer was eased. Hirings were heavy during November and employment in the industry increased by an estimated 10 to 15 per cent. At the end of the month, vacancies existing were for experienced cutters only, in most cases.

Construction work was drawing to a close during the month, with road and railway construction workers being laid off first. There was an increase in the number of construction workers registering for unemployment insurance benefits during November. The total number of applications registered with the National Employment Service in construction occupations increased from 13,600 to 25,400 during the month. About 35 per cent of these were classified as unskilled construction workers and the remaining skilled trades included large groups of carpenters (8,800), painters (3,900), and plumbers and steamfitters (1,100).

There was an upward trend in workers seeking employment in retail trade during November, especially women looking for casual work. Hirings were not as heavy as last year and some stores did not hire Christmas staff until the second week of

December. November was a disappointing month for many retailers, who reported careful buying and slow movement of consumer durable goods in particular. These conditions were reflected in a slow labour market. Applicants for sales employment with the National Employment Service increased from 8,600 to 9,500 during the month. About 75 per cent of these applications were from females.

Regional Analysis

In the *Atlantic* region, the employment picture during November was one of increasing job applications, reflecting the seasonal slackening in agriculture, construction and some manufacturing. The gradual release of workers, beginning in October, gained momentum with the advent of winter. The level of employment, although reduced from the previous month, was higher than at the same period last year and the outlook for the winter is one of optimism. Good prices for pulpwood are encouraging self-employment for agricultural workers supplementing their farm income. The end of the potato harvest, the chief cash crop in Prince Edward Island, released workers for woodwork in Anticosti island and New Brunswick.

With the opening of winter port activity along the eastern seaboard, seasonal unemployment was kept from reaching any serious proportion. Water and rail transportation were opening up, and the demand for seamen and longshoremen continued through the month.

Construction activity, although holding up well and with bright prospects for the winter in many areas, showed signs of tapering off as road and highway construction and some building projects became completed. A gradual release of construction labour and carpenters, beginning in October, increased in tempo during November, contributing to the growing labour surplus.

Extensive pulpwood and lumber cutting continued but the demand for woods workers slackened as camps became fully staffed. The market for pit props continued to improve and activity in lumber and pulp cutting compared favourably with last year. Milling employment will create jobs to absorb some of the surplus labour pool when saw-mills open up after the freeze-up.

Fishing and fish processing plants throughout the region were generally stable, some areas showing improvement over the previous month. Food plants, however, were less active, as indicated by increased

registrations of food processing workers with the National Employment Service. In the Halifax area, fish catches were average; whereas along the Nova Scotia south shore, the fish run was small. Lobster, however, the most important fishery in the Yarmouth area, will boost employment and income as the season gets under way in December. While the end of deep sea fishing brought about lay-offs in several localities, a heavy run of small fish kept processing plants along the Fundy shore of New Brunswick working full time.

Base metal mines in Newfoundland and all mines in the Cape Breton area and on the mainland of Nova Scotia continued to operate steadily. Coal production in Minto is the highest in the history of the area and there appears little likelihood that the shortage of hand-pick coal miners will disappear.

A heavy volume of production and sustained employment appears likely to be maintained this winter in the primary iron and steel industry. Material shortages continued to delay shipbuilding but have not had any adverse effects on the employment level. Extensive ship repair work at Saint John, Liverpool and Halifax will assist in minimizing unemployment for the winter. Most manufacturing plants in the region were operating at peak capacity, although heating equipment and agricultural implements experienced the usual seasonal slackening. The only shortage of labour in the region was among certain skilled trades in the Halifax area.

The month of November saw an acceleration of the seasonal release of workers from agriculture, fishing, railway maintenance, shipbuilding, quarrying, construction and some phases of manufacturing in the *Quebec* region. By the end of the month there were over 13,000 more active job applications filed with offices of the National Employment Service in the region than at the beginning, a rise that took the current level slightly higher than was last year's at the same time. Seasonal lay-offs were augmented by further staff cut-backs in consumer goods manufacturing—primarily in textile products, clothing, leather products, rubber products, and furniture and appliances—and shortened work weeks became still more common in the textile and leather industries during the period. The full impact of these adverse tendencies is obscured in the statistical picture by continuing hirings for aircraft production, the winter tourist season and woods work.

The most prominent feature of the November labour market in Quebec was

the sustained demand for bush workers, despite the large numbers already employed in the woods. There was also, however, a continuing demand for experienced miners, both in the metallic mining areas of northwestern Quebec and in the asbestos districts of the Eastern Townships; while shortages of skilled machinists, toolmakers, die setters and machine shop workers persisted in heavy industrial centres. Expanded vocational and apprenticeship training programs may be needed to help meet the demand for these skills.

In addition to the usual seasonal staff cuts in meat packing and dairy products, and to the unseasonably low levels of activity and employment in textile and leather products, reduced consumer demand for cigarettes brought lay-offs to the tobacco products industry in Montreal and Quebec City. At the same time, the seasonal pick-up in the staff requirements of retail trading establishments was slower than in previous years. On the other hand, the aircraft industry continued to expand gradually; while the booming pulp and paper industry set new production records and expansion of facilities is planned, including a mill in Quebec City and a dormant mill in the Chicoutimi area is to be re-opened shortly.

During November, the normal slackening of outside work in **Ontario** swelled the volume of full- and part-time unemployment that has been caused by the decline in consumer goods manufacturing. In these industries the combination of high inventories and reduced demand, aggravated in some lines by increased imports, resulted in further reductions in the production of automobile parts, textiles, electric appliances, radios, furnaces and hardware. The resulting lay-offs, together with the normal release of workers from seasonal industries, caused a substantial rise in the number of job applications registered with the National Employment Service. By December 1, the total, at 72,900, was 57 per cent greater than at December 1, 1950. Geographically, the impact of these developments was greatest in the areas in which the manufacture of textiles and consumer durables predominates, notably Windsor, Oshawa, Kitchener, London, Cornwall and Galt. In other areas the steadily increasing production on government contracts, industrial development or construction for the armed forces were important factors in offsetting the usual increase in unemployment. The following table summarizes the changes that have taken place in the labour market areas in Ontario:—

	Number of Areas	
	Dec. 1	Nov. 1
Substantial labour surplus..	nil	nil
Moderate labour surplus..	5	2
Slight labour surplus.....	27	19
Balanced labour market....	29	40

During the month moderate surpluses of workers developed in three additional areas; eight more areas had slight labour surpluses. In slightly less than half the number of labour market areas the supply and demand for workers was in approximate balance at the beginning of December.

Snow and freezing temperatures had their usual effect on the level of activity in the **Prairie** region. Since agriculture constitutes 44 per cent of the regional economy, in terms of manpower, the close of harvesting operations has a greater proportional effect here than in other parts of the country. Of the thousands released, some were absorbed into logging operations and others retired from the labour force or moved to the Pacific region; but there were many who contributed to the numbers seeking urban employment for the winter. Additional activities which closed partially or completely included road construction, railway maintenance and rural electrification programs.

As a result of these developments, job applications at NES offices increased sharply during the month. The total, however, was considerably fewer than that of last year. At the end of November there were 27,100 registrations, and on the basis of past experience this number may be expected to exceed 40,000 before spring. By how much it exceeds this figure depends on several factors, of which the income received by farmers is probably the most important.

The wheat crop of the Prairie provinces, now placed at 531 million bushels, is the major item in what promises to be a record income year for western farmers. Preliminary estimates place the gross value of field crops at over one billion dollars, 40 per cent greater than last year's preliminary total. However, a substantial part of this income is represented by unthreshed grain (about 30 per cent, chiefly in Saskatchewan and Alberta), and the full realization of the production estimate depends on the extent to which the grain escapes injury from long exposure to the weather. The resulting delay in grain marketing, and the consequent interruption to the flow of income into the area, has been further aggravated by the late harvest, which has shortened the normal fall period of grain movement and caused congestion at storage

points. At the same time, the high proportion of grain that requires drying has reduced the flow of grain through terminals. As a result, the amount of wheat marketed up to the middle of November was 10 per cent lower than last year, despite the record crop.

Two alternative sources remain to the farmer to augment his fall income. The first of these is the net surplus in the 1950-51 wheat pool, amounting to \$105 million. The distribution of final payment cheques was begun in October and was to be completed before Christmas. At the same time, legislation was passed in December which made it possible for a farmer to borrow up to \$1,000 with unharvested grain as security. These sources will contribute to the maintenance of the relatively high level of business activity that the region presently enjoys:

Employment in manufacturing has been relatively well maintained, particularly in the Lake head district. Demand for newsprint exceeds possible production, and plans are being made for expansion. Delays in re-tooling and a scarcity of skilled workers has prevented any further expansion of employment in aircraft and shipbuilding firms. Because of the absence of any large scale furniture or appliance manufacturing, the fall in consumer demand for durables and semi-durables has had less effect in this region than in Ontario. However, its effect on clothing and fur industries has been only partially offset by government contracts, with the result that considerable numbers have been laid off or put on short time.

During November, production in the **Pacific** region recovered from the dislocations caused by the long summer drought and resumed its normal pattern. Residual effects were apparent in the sale of dairy herds because of the poor hay crop, and the continued shutdown of smaller sawmills because of log shortage. These factors, together with a number of strikes, contributed to an increase in unemployment during the month but, on the whole, the rise could be attributed chiefly to seasonal influences. The close of the packing and canning season, the slowdown in construction and snow in some interior logging areas were the main causes of the upturn in unemployment.

Although the domestic market for lumber is somewhat slack, shipments to the United Kingdom are far behind schedule. In an attempt to build up depleted log inventories before the winter shutdown, logging camps on Vancouver island and the coastal

mainland were operating at capacity. Snowfall had comparatively little retarding effect during the month. With the exception of key skills, demand for labour was light because the long period of unemployment this summer and the impending winter shutdown reduced the amount of labour turnover. Some small sawmills remained closed but all the larger firms were on normal production schedules. Shingle mills, however, shut down earlier than usual this year, reflecting the sharp decline in housing construction.

About 850 workers in Vancouver, and many in other parts of the province, were directly or indirectly affected by a strike of brewery workers, which began October 24 and terminated December 7. Workers employed in the distribution of beer in many centres were laid off pending the resumption of deliveries.

These influences are reflected in the number of job applications at National Employment Service offices, which increased from 22,450 to 30,680 during the month. It is notable that the level of applications is about the same as that of last year, while the labour force has increased by 10,000. The year-to-year increase in employment in the region is the result of both current and past industrial expansion. Important employment increases have taken place in shipbuilding, transportation and pulp mills. Defence contracts for ships, the extension of the PGE railway and the completion of two pulp mills have been chiefly responsible for an increase of 4,500 in these three industries. Expansion currently in progress has resulted in an increase of 2,800 in building construction. The largest programs now underway are the Alcan project (employing about 2,500 men); a pulp mill at Elk Falls (800 men); hydro developments at Jones Lake, Campbell River and Waneta (C.M. & S. project); doubling the capacity of the Columbia Cellulose mill at Prince Rupert; and base metal developments in many parts of the region. The expansive influence of these projects have been partly offset by the decline in home building.

A considerable part of the increase in employment has been made possible through immigration. During the first nine months of this year over 3,600 immigrants entered the province, a substantial increase over the same period last year. At the moment, the seasonal slackening of activity has reduced the capacity of the region to absorb immigrants, but from all indications, the demand for this type of worker will increase in the spring.

Wages, Hours and Working Conditions

The Clothing Industry, October 1950

Continuing upward trend in wages and further progress in the general working conditions in the clothing industry are shown by 1950 survey. Overall wage increase approximately three per cent during the year

A continuing upward trend in wages and further progress in general working conditions in the clothing industry is apparent from the results of the 1950 Survey. The overall increase in wages during 1950 was in the vicinity of 3 per cent. Important among the conditions of work in the clothing industry is the growing predominance of the 5-day week—in most cases one of 40 hours' duration. A substantial increase is also noted in the proportion of employees who can become eligible for extended vacation periods as their term of employment increases.

In the following article there are certain differences in the subdivisions of the industry used in discussing wage rates as compared with those used with regard to working conditions. Differences in manufacturing techniques imply differences in occupational structure. Wage rates in this article are, therefore, dealt with only in specific subdivisions of the main clothing groups.¹

In the analysis of working conditions in the clothing industry, returns from 840 establishments, employing 62,000 workers, were used.

¹From the men's clothing group for instance, three sub-groups are extracted for wage rate statistics—men's and boys' suits and overcoats, work clothing, and shirts. Such items as the normal work week, vacations with pay, statutory holidays, etc., are shown for the men's clothing industry as a whole.

Wage rates in the manufacturing of women's clothing are shown separately for women's and misses' coats and suits, and women's and misses' dresses. Women's clothing as a whole, and a children's clothing group, are used for working conditions. Knit goods and miscellaneous clothing are included only in the analysis of working conditions. However, fur goods, on which there is a paragraph on wages, is one of the constituents of the miscellaneous clothing group. The article attempts throughout to be as specific as possible concerning industry titles.

Geographically, the distribution of these non-office employees is as follows:—

Atlantic Provinces.....	1,442
Quebec	32,287
Ontario	23,514
Manitoba	2,931
Other Provinces.....	1,743

WAGE RATES

Of six industries in the clothing group, only one, work clothing, showed a substantial increase in wage rates between October, 1949, and the same month in 1950. Modest increases occurred in the men's and boys' suits and overcoats, shirts, and fur goods industries. Average wage rates were unchanged in women's and misses' dresses and there was a slight decrease in women's and misses' coats and suits. Because of the prevalence of piece-work in the manufacture of all types of clothing, there is frequently a wider variation in straight-time earnings from year to year and between regions in any one year than in industries where time rates are more common. In this comparative study, the term "wage rate" is used for convenience although "straight-time average hourly earnings" would be a more precise designation in view of the importance of piece rates.

Information in this section is prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

The indexes of average wage levels for 1949 and 1950 in terms of rates in 1939 as 100 are as follows:—

<i>Men's Clothing</i>		Per cent change
	1949 1950	
Men's and boys' suits and over-coats	207.0 216.0	4.3
Work clothing....	205.8 228.7	11.1
Shirts	228.0 230.8	1.2

<i>Women's Clothing</i>		Per cent change
	1949 1950	
Women's and Misses' coats and suits	210.8 203.8	—3.4
Women's and Misses' dresses..	213.4 213.3	0.0

<i>Miscellaneous Clothing</i>		Per cent change
	1949 1950	
Fur goods.....	206.6 215.2	4.2

Summaries of occupational wage rates as they existed at October, 1950, for each of these six industries are given in the following paragraphs:—

Men's Clothing

Men's and Boys' Suits and Overcoats.—Wage rates for nine occupations were studied for this industry, which is largely confined to Quebec and Ontario, more particularly to Montreal and Toronto.

For the male occupations, industry-wide averages ranged from \$1 an hour for under-pressers to \$1.41 an hour for pocketmakers. Of the two female classes, finishers averaged 70 cents an hour; sewing machine operators, 75 cents. Average wage rates in Ontario were higher than those in Quebec by amounts ranging from three to 37 cents an hour, depending on occupation. Rates per hour in Montreal were higher than those for the province of Quebec by four to ten cents and those in Toronto higher than the Ontario averages by one to 13 cents.

Work Clothing.—Four occupations were covered in the analysis of wage rates in this industry. Canada averages were as follows: cutters, male \$1.10; finish pressers, male, 96 cents; final examiners, female, 50 cents; and sewing machine operators, female, 68 cents an hour. Rates in Ontario were higher in most cases than those in Manitoba or Quebec. Using the occupation cutter as an example, the average wage rates in these three provinces were, \$1.16, \$1.10 and \$1.05 an hour.

Shirts.—A comparative study of occupational wage rates in this industry showed that cutters, the only male job category

covered, averaged \$1.06 an hour. Finish pressers, sewing machine operators and final examiners, all female, received an average of 70, 62 and 55 cents an hour respectively. Ontario rates were higher than those in Quebec by amounts ranging from 15 to 27 cents per hour, depending on the occupation.

Women's Clothing

Women's and Misses' Coats and Suits.—Four occupations were studied and these were analysed separately for each of the four principal manufacturing centres—Montreal, Toronto, Winnipeg and Vancouver. The general wage structure of this industry was the highest in the clothing group. On a Canada basis, straight-time average hourly earnings for the four occupations selected were, cutters, male, \$1.58; finish pressers, male, \$1.74; finisher, female, 88 cents; and lining makers, female, \$1.01. Wage rate levels were highest in Montreal and lowest in Winnipeg and Vancouver.

Women's and Misses' Dresses.—Finish pressers, male, averaged \$1.82 an hour across Canada, which was 35 cents per hour higher than cutters, the only other important group of male workers. Of the women workers, finish pressers averaged \$1.26 an hour; sewing machine operators, 95 cents; and finishers, 79 cents.

Average wage rates were calculated separately for Montreal and Toronto as most of the Canadian dress industry is located in these two cities. Rates were considerably higher in Montreal than in Toronto for finish pressers, both male and female, and somewhat lower for the other three occupations.

Miscellaneous Clothing

Fur Goods.—For Canada as a whole, the average wage rate of male fur cutters was \$1.73 an hour, which exceeded that for fur sewing machine operators by 16 cents. Blockers, the only other male occupational category covered, were paid a much lower average rate of \$1.08 an hour. Of two female occupational classes, fur sewing machine operators and finishers, the former averaged \$1.04 an hour and the latter 89 cents.

Wage differentials between provinces were not as marked as in most of the other clothing industries, particularly for female workers. Rates were on the whole somewhat lower in Winnipeg than in the two other important manufacturing centres, Montreal and Toronto.

WORKING CONDITIONS

The Normal Work Week (Table I).—Normal weekly hours ranged from 40 to 45 for 90 per cent of the plant workers in the clothing industry. Forty-two per cent of the workers were on a 40-hour week, 15 per cent on a 44-hour week and 17 per cent on a 45-hour week. About 16 per cent of the plant workers were reported working longer than 45 hours.

In the Atlantic provinces, 40 per cent of the workers were on a 44-hour week, in Quebec 35 per cent on a 40-hour schedule, in Ontario 45 and 31 per cent were on a 40- and 45-hour week respectively. In Manitoba, 85 per cent of the plant workers were on a 40-hour week and in the other western provinces, 76 per cent were on this same weekly schedule.

Over 90 per cent of the employees in the children's clothing division and a similar proportion of those in the manufacturing of women's wear were in establishments where 44 hours or less was the normal work week. In the men's clothing industry about 85 per cent of the employees were working 44 hours or less and in the knit goods division of the industry, slightly more than two-thirds were on a normal work week of from 45 to 48 hours. In those establishments manufacturing other types of clothing, the largest number of workers, 45 per cent, was on a 40-hour schedule.

No significant change is noted in the normal work week during the year preceding October 1950. About 84 per cent of the workers were reported on a 5-day week in 1950, about the same proportion as in 1949.

Overtime Payment.—Time and one-half was the usual overtime rate paid for work after standard daily or weekly hours. Most of the workers were in establishments which did not have or did not report any policy covering payment for work on Sunday. Establishments employing almost one-third of the workers reported extra pay for Sunday work; 19 per cent of the workers in these plants were paid time and one-half and 10 per cent were paid double time.

For work on statutory holidays which are paid for although not worked, establishments employing 20 per cent of the workers paid time and one-half, those employing 27 per cent paid double time and those employing 11 per cent, double time and one-half.

Annual Vacations with Pay (Table II).—More than 90 per cent of the workers in the clothing industry received an initial

vacation of one week and about 8 per cent two weeks, in both instances usually after a year or less of employment.

Establishments employing about 61 per cent of the workers in the clothing industry increased the vacation period as the term of workers' employment continued. Forty-seven per cent of the workers had their vacation period increased to two weeks, usually after 5 years or less of employment, 12 per cent to three weeks, generally after 20 to 30 years of service, and 2 per cent were granted other periods of vacation.

In each region a maximum vacation of two weeks was predominant, although in Ontario about one-quarter of the workers could become eligible for a maximum vacation of three weeks.

Of those workers in the clothing industry who could become eligible for a vacation of three weeks, most were employed in establishments engaged in the manufacture of men's clothing and knit goods. In the men's clothing division of the industry, the largest group of workers were required to have 20 years of service before they were entitled to a vacation of three weeks; and in the knit goods division, the service requirement for 3 weeks' vacation was 25 years for a greater number than any other service period. The proportion of workers who could become eligible for a vacation of three weeks rose from 8 per cent in 1949 to nearly 12 per cent in 1950.

Statutory Holidays (Table III).—Some statutory holidays were observed by all establishments covered in this analysis. About 80 per cent of the workers were in establishments which observed from 5 to 9 holidays with the largest group of workers in those observing 8 days.

In the Atlantic provinces, two-thirds of the workers were in establishments which observed 8 or 9 holidays. In Quebec there was considerable variation in the number of days observed, 29 per cent of the workers observing 5 or 6 days, 35 per cent 7 to 9 days and 28 per cent 10 or more holidays. In Ontario, 70 per cent of the workers were in plants which observed 8 holidays and in Manitoba, 89 per cent were in those which observed from 7 to 9 days. In the other provinces 38 and 32 per cent of the workers were in establishments observing 7 and 9 days respectively.

Eighty-three per cent of the workers in the clothing industry were paid for some or all of the holidays observed and two-thirds of the total number were employed in establishments paying for 3 to 8 days.

There was considerable variation in the number of holidays paid for between regions as well as within them. One-half of

TABLE 1.—THE NORMAL WORK WEEK IN THE CLOTHING INDUSTRY, BY REGION AND BY INDUSTRY, OCTOBER 1950

Normal Weekly Hours	By Region						By Industry				
	Clothing Industry	Atlantic Provinces	Quebec	Ontario	Manitoba	Other Provinces	Children's Clothing	Men's Clothing	Women's Clothing	Knit Goods	Miscellaneous Clothing
Plant Workers on a 5-day Week											
Under 40.....	451	.....	368	83	.....	.....	173	48	35	19	176
40.....	25,329	.....	11,317	10,283	2,420	1,309	746	9,760	7,287	3,161	4,375
Over 40 and under 44.....	4,233	193	2,118	1,809	96	17	415	1,058	1,288	780	692
44.....	6,664	.....	5,069	1,513	82	.....	627	4,487	1,053	297	200
Over 44 and under 45.....	202	.....	.....	202	.....	.....	.....	.....	43	.....	159
45.....	10,286	.....	2,984	7,302	.....	.....	76	756	106	7,669	1,679
Over 45.....	4,596	.....	3,796	782	18	.....	.....	685	49	3,618	244
Total.....	51,761	193	25,652	21,974	2,616	1,326	2,037	16,794	9,861	15,544	7,525
All Plant Workers											
Under 40.....	474	22	369	83	.....	.....	173	48	35	19	199
40.....	25,672	.....	11,380	10,484	2,486	1,322	746	9,808	7,332	3,195	4,591
Over 40 and under 44.....	4,653	208	2,308	1,902	192	43	487	1,329	1,288	795	754
44.....	9,436	569	6,070	2,241	178	378	845	5,174	1,409	979	1,029
Over 44 and under 45.....	311	96	13	202	.....	.....	.....	96	43	.....	172
45.....	10,448	.....	3,001	7,390	57	.....	76	756	106	7,748	1,762
Over 45 and under 48.....	4,184	169	3,063	952	.....	.....	.....	803	104	2,153	1,124
48.....	5,009	168	4,580	243	18	.....	142	1,063	88	3,508	208
Over 48.....	1,730	210	1,503	17	.....	.....	.....	31	124	1,411	164
Total.....	61,917	1,442	32,287	23,514	2,931	1,743	2,469	19,108	10,529	19,808	10,003

TABLE II.—ANNUAL VACATIONS WITH PAY IN THE CLOTHING INDUSTRY, BY REGION AND BY INDUSTRY OCTOBER 1950
Number of Employees

Length of Vacation and Service Requirements	Clothing Industry	By Region					By Industry				
		Atlantic Provinces	Quebec	Ontario	Manitoba	Other Provinces	Children's Clothing	Men's Clothing	Women's Clothing	Knit Goods	Miscel- laneous Clothing
Initial Vacation											
One Week with Pay.....	56,444	1,300	29,138	21,732	2,563	1,711	2,444	16,209	10,000	19,133	8,658
After: Less than 1 year.....	8,320	679	3,942	3,079	386	234	677	1,053	2,024	1,985	2,581
1 year.....	45,945	444	24,098	17,774	2,177	1,452	1,767	14,072	7,778	16,438	5,890
Service not specified.....	2,179	177	1,098	879	.....	25	.....	1,084	198	710	187
Between One and Two Weeks.....	5,66	.....	176	370	.....	.....	.....	248	.....	47	.....
Two Weeks with Pay.....	4,883	128	2,915	1,433	368	39	.....	2,634	521	535	1,193
After: 1 year or less.....	3,995	118	2,275	1,195	368	39	.....	2,014	485	353	1,143
2 years.....	10	10	.....	.....	.....	.....	.....	.....	.....	.....	10
Service not specified.....	878	.....	640	238	.....	.....	.....	620	36	182	40
Total.....	61,873	1,428	32,229	23,535	2,931	1,750	2,444	19,091	10,521	19,715	10,102
Maximum Vacation											
Two Weeks with Pay.....	29,362	901	15,183	10,327	1,358	1,593	870	10,913	2,474	10,481	4,624
After: Less than 2 years.....	3,443	291	1,371	1,086	251	444	199	945	963	472	864
2 years.....	9,210	388	4,467	2,285	1,030	1,040	147	7,247	501	713	602
3 to 4 years.....	4,392	.....	2,408	1,837	77	70	222	1,669	200	1,306	995
5 years.....	11,404	222	6,138	5,005	.....	39	302	895	810	7,990	1,407
More than 5 years.....	897	.....	783	114	.....	.....	.....	157	.....	.....	740
Service not specified.....	16	.....	16	.....	.....	.....	.....	.....	.....	.....	16
Three Weeks with Pay.....	7,345	151	1,189	5,909	96	.....	166	2,118	554	4,187	320
After: 15 years.....	759	151	218	390	.....	.....	.....	.....	40	629	90
20 years.....	1,480	.....	.....	1,480	.....	.....	.....	1,114	.....	354	12
25 years.....	2,497	.....	635	1,862	.....	.....	.....	139	351	1,867	140
30 years.....	2,114	.....	336	1,682	96	.....	166	807	115	948	78
Other.....	495	.....	.....	495	.....	.....	.....	58	48	389	.....
Four Weeks with Pay After	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
25 years.....	186	.....	1,022	186	.....	.....	.....	66	.....	.....	120
Other Vacation Periods	1,022	.....	.....	.....	.....	.....	.....	.....	.....	.....	56
Initial Vacation Maintained	23,958	376	14,835	7,113	1,477	157	1,408	5,994	7,493	4,081	4,982
One Week with Pay.....	18,684	248	11,803	5,406	1,109	118	1,408	3,148	7,020	3,499	3,609
Two Weeks with Pay.....	4,823	128	2,915	1,373	368	39	.....	2,634	473	535	1,181
Between One and Two Weeks.....	451	.....	117	334	.....	.....	.....	212	.....	47	192
Total.....	61,873	1,428	32,229	23,535	2,931	1,750	2,444	19,091	10,521	19,715	10,102

TABLE III.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE CLOTHING INDUSTRY,
BY REGION AND BY INDUSTRY, OCTOBER 1959

Number of Statutory Holidays Observed		Number of Employees									
		By Region					By Industry				
		Atlantic Provinces	Quebec	Ontario	Manitoba	Other Provinces	Children's Clothing	Men's Clothing	Women's Clothing	Knit Goods	Miscel- laneous Clothing
Less than 3	153	.....	148	5	.....	.....	24	98	610	82	55
3	819	.....	688	131	.....	.....	181	235	366	14	103
4	1,292	.....	1,234	58	.....	.....	356	2,831	1,788	304	1,655
5	6,914	.....	5,946	769	109	.....	421	1,835	1,700	737	837
6	5,590	182	3,353	1,993	62	.....	263	2,493	1,723	2,685	963
7	8,127	22	3,504	2,603	1,329	669	360	6,040	2,227	8,516	3,256
8	20,399	359	2,659	16,725	553	103	450	2,476	1,017	3,475	842
9	8,260	596	5,251	1,122	731	560	57	1,316	427	2,956	651
10	5,407	169	4,793	78	57	310	324	1,608	672	1,036	1,231
More than 10	4,871	114	4,448	201	.....	108	33	176	26	8	43
No information	286	.....	278	8	.....	.....	.....	.....	.....	.....	.....
Total	62,118	1,442	32,302	23,693	2,931	1,750	2,469	19,108	10,536	19,873	10,132
Number of Statutory Holidays Paid For Although Not Worked											
None	9,391	455	5,375	3,179	229	153	501	2,864	1,347	3,489	1,190
1	914	141	653	120	83	237	14	700	16	121	177
2	3,078	.....	2,542	216	.....	362	650	928	512	988	636
3	8,076	.....	7,003	711	.....	.....	261	351	3,589	2,560	926
4	3,066	.....	2,008	1,058	425	.....	75	174	168	514	1,949
5	10,336	.....	8,120	1,791	425	.....	412	6,371	2,151	672	1,067
6	11,706	556	2,475	8,517	158	.....	.....	4,548	566	5,125	1,055
7	4,182	22	985	1,229	1,213	733	.....	1,794	839	688	861
8	7,328	169	287	6,365	404	103	26	606	785	4,733	1,158
9	1,062	81	270	160	374	117	25	228	285	273	216
More than 9	1,222	18	1,102	25	35	42	74	.....	.....	172	951
Other	480	.....	480	.....	.....	.....	.....	.....	.....	480	.....
No information	1,337	.....	1,002	322	10	3	505	470	278	38	46
Total	62,118	1,442	32,302	23,693	2,931	1,750	2,469	19,108	10,536	19,873	10,132

the plant workers in the Atlantic provinces were paid for 6 or 8 holidays. In Quebec, 22 per cent of the plant workers were paid for 3 days and one-quarter for 5 days. In Ontario, 36 and 27 per cent of the workers were paid for 6 and 8 days respectively. The largest group of workers in Manitoba, 41 per cent, was paid for 7 statutory holidays and in the other western provinces about the same proportion of workers was paid for 7 days.

The largest groups of workers in the children's clothing division were paid for 3 and 6 holidays, in the men's clothing division 5 and 6 days, in the women's clothing division 3 and 5 days and in the knit goods division 6 and 8 days. The largest group of workers engaged in the manufacture of other types of clothing was paid for 4 days, although a substantial number were paid for 5, 6 or 8 holidays.

Rest and Wash-up Periods.—Rest periods were common in the clothing industry with 71 per cent of the workers employed in plants which permitted periods for relaxation. Of these workers, 8 per cent were allowed a single 10-minute period each day and 11 per cent one 15-minute period. Fifty-three per cent were permitted two 10-minute periods and 20 per cent two 15-minute periods daily.

Wash-up periods were permitted to less than a third of the plant employees in the industry (most of whom were in establishments which allowed two periods). The largest groups of workers were in plants which permitted two 5-minute periods each day.

In detail, information on rest and wash-up periods is as follows:—

Number and Duration of Periods	Number of Employees Rest Periods	Wash-up Periods
One period of		
5	41	1,795
10	3,276	317
15	4,794	90
Other specified periods	58	375
Two periods of		
5	319	7,064
10	23,128	1,859
15	8,583	740
Other specified periods	753	2,807
Other periods.....	837	896
Informally permitted.	2,175	3,500
Total	43,964	19,443
Not allowed or no information reported.	17,953	42,474
Total	61,917	61,917

The Food and Beverages Industry

Wages in the food and beverages industry increased about 5 per cent in the year ending October, 1950. Working conditions also improved. More workers than ever before enjoyed shorter hours, more holidays

Wages in the food and beverages industry increased about five per cent in the year ended in October 1950. Working conditions also showed improvement: greater proportions of workers were enjoying a shorter work week, more liberal annual vacations, more paid statutory holidays and other so-called "fringe" benefits than shown from previous surveys.

Although this article deals with both wages and working conditions, the nature of the data in each case does not permit

identical industrial subdivisions. Because of occupational differences between industrial groups, data for wages are limited, in some cases, to selected industries within the broader groups.¹

¹This obtains in the following groups: canning and preserving, grain mill products, bakery products, beverages and miscellaneous foods. In the dairy products group, this situation is reversed: retail distribution of dairy products is included in the wage statistics but not in those for working conditions. The meat products group is identical for both wages and working conditions.

WAGE RATES

Slaughtering and Meat Packing

An increase in wage rates of six per cent occurred in this industry between October, 1949, when the index on a base of 1939 as 100 stood at 231.1, and October, 1950, when a level of 245.2 was reached.

Of 18 occupations covered in the analysis of wage rates in this industry, ten could be defined as production occupations, four as non-production and three as maintenance. The remaining job category was that of labourer. Siders (floormen) were the highest paid of the males on production work, averaging \$1.39 per hour for Canada as a whole: pork cutters, the lowest paid, receiving \$1.17. Labourers, the lowest paid male employees in the industry, averaged \$1.06 per hour. The two female classes covered, bacon wrappers, and linkers and twisters, were paid an average of 88 and 92 cents respectively.

Regional variations in wage rates are not as marked as in most industries, with workers in Quebec and Ontario averaging a few cents less than the national figures and those in Manitoba and British Columbia a few cents more.

Dairy Products

Eighteen occupations were chosen as being representative of the various classes of workers employed in this industry. Among the production occupations, the Canada average wage rates ranged from \$42.32 a week for pasteurizer operators to \$32.04 for packaging operators. Of the non-production workers, route salesmen were the highest paid, at an average of \$49.86 a week, and janitors the lowest, at just over \$37. The average rates for maintenance classes were among the highest of the 18 occupations covered in the study, varying from \$47.88 for garage mechanics to \$38.88 for stablemen. Labourers averaged \$37.08 per week.

Regionally, wage rates varied as much as \$16 per week between the different provinces. Generally highest in Ontario and British Columbia, rates for these provinces were frequently exceeded by those paid in Toronto when statistics for the latter were shown separately. Rates in Nova Scotia, New Brunswick and Quebec were generally well below the national average whereas those for Montreal, when segregated, were only slightly below the Canada figures.

Canning and Preserving

(Fruits and Vegetables Only)

Canada average wage rates were determined for 13 occupational classes in the canning and preserving of fruits and vegetables industry. Statistics were compiled for the three most important provinces engaged in these activities, namely, Quebec, Ontario and British Columbia. The work is seasonal for most workers employed in this industry.

Stationary engineers and mechanics were the two highest paid classes of workers in the industry, averaging \$1.05 and \$1.01 an hour, respectively. Cooks were the highest paid production workers, averaging 84 cents on a national basis. The equivalent rate for labourers was 71 cents and that for female employees, such as inspectors and checkers, machine operators, packers, and peelers, ranged from 56 to 65 cents an hour.

The regional pattern of wage rates in this industry can best be illustrated by the rates for labourers, which averaged 58 cents an hour in Quebec, 71 cents in Ontario and 83 cents in British Columbia. For the numerically important women workers, the rates for packers indicate a similar regional variation with average rates of 43, 62 and 63 cents per hour for the same three provinces. Most of the women employed in this industry are paid on a piece-work basis.

Grain Mill Products

(Flour Mills Only)

Wage rates for nine selected occupations in flour mills across Canada were studied. Of the production workers, bolter operators averaged \$1.11; grindersmen, \$1.07; purifier operators, \$1; and packers and sewers, 97 cents per hour. Three maintenance classes, millwrights, oilers and sweepers, received an average of \$1.18, 95 and 93 cents per hour, respectively. Shippers averaged 98 and labourers, 89 cents.

Bakery Products

Occupational wage rates were analysed for two industries in the bakery products group, namely: (1) biscuits and crackers, and (2) bread and other bakery products.

In the first-named industry, the wage index rose from 233.8 in 1949 to 243.4 in 1950 or an increase of 4.1 per cent. For bread and other bakery products, the equivalent index numbers were 202.5 and 213.9 and the increase, 5.6 per cent.

The wage rates of 15 occupations were covered in the biscuits and crackers industry, of which 12 were production jobs. Of the male production workers, dough mixers were the highest paid, with a national

average of 97 cents per hour, and General Bakery Helpers, at 76 cents, the lowest. In the non-production and maintenance categories, mechanics averaged \$1.13 per hour, shippers, 90 and truck drivers, 89 cents. Of the three female occupations, wrapping machine operators received 73 cents an hour, general helpers 66 and packers, 62 cents.

Seventeen occupations were studied in bread and other bakery products, comprising 12 production and five non-production jobs. Bench workers were the highest paid male production employees, averaging \$1.15 per hour, and general bakery helpers the lowest, receiving 76 cents. Of the non-production workers, stationary engineers received \$1.15 an hour, stationary firemen, 89 cents, truck drivers, 88 and shippers, 86.

Route salesmen, who are most frequently paid on a weekly salary plus commission basis, averaged \$53.66.

Female workers engaged in the unskilled occupations of general bakery helper, wrapping machine operator, and cake icer were paid comparable rates which averaged 63, 61 and 60 cents per hour, respectively.

Beverages

(Malt Liquors Only)

Average wage rates in firms manufacturing malt liquors increased from a level of 199.7 in 1949 to 210.4 in 1950, in terms of 1939 as 100. This represents an advance of 5.4 per cent during the year.

Canada average wage rates for skilled, semi-skilled and unskilled bottle shop workers ranged from \$1.18 to \$1.08 per hour and for the three skills of brewhouse workers, from \$1.23 to \$1.13. Apart from skilled bottle shop and brewhouse workers, the three other skilled occupations, stationary engineer, bottling mechanic, and cooper, received \$1.32, \$1.28 and \$1.28 per hour respectively.

Wage rates levels were highest in Ontario, second-highest in Manitoba and lowest in the Maritime Provinces. Average rates in Montreal were a cent or two higher than those for Quebec province as a whole, whereas rates in Toronto averaged as much as 12 cents an hour higher than those for all Ontario breweries covered.

Miscellaneous Foods

(Confectionery Only)

The index of wage rates for confectionery rose from 192.5 to 208.3 between October, 1949, and the same date in 1950, an increase of 8.2 per cent.

Five male and five female job classifications were covered in this comparative

study. For male workers, an average rate of 97 cents for candymakers was the highest reported, and 76 cents per hour for candymakers helpers, the lowest. Among women workers, the range of rates between the highest and lowest paid occupation was considerably less, varying from 65 cents for wrapping machine operators to 53 cents per hour for fancy packers, hand. A pronounced regional pattern of wages was shown to exist, with Ontario rates generally three to five cents higher than the national averages.

WORKING CONDITIONS

The geographical distribution of the 96,127 workers employed in 1,007 establishments used in this analysis of working conditions in the food and beverage industry is as follows:—

Atlantic Provinces.....	10,011
Quebec	19,068
Ontario	42,615
Prairie Provinces.....	13,469
British Columbia.....	10,964

The Normal Work Week (Table I).—

Nearly 60 per cent of the workers in the food and beverages industry were working 45 hours or less and two-thirds of the remainder were on a 48-hour schedule. Eleven per cent of the total workers in the industry were on a normal work week of more than 48 hours with about three-quarters of these workers employed by establishments in the canning and preserving division of the industry.

One-quarter of the workers in the Atlantic provinces and Quebec and 45 per cent in Ontario were working 44 hours or less. In the Prairie Provinces, 87 per cent of the workers were on a weekly schedule of less than 44 hours and in British Columbia, 83 per cent were on a normal work week of 40 hours.

The largest groups of workers in the meat products, grain mill products and beverages divisions of the industry were working a normal week of 44 hours or less while in the other major divisions, the largest groups were working 45 hours or more.

The tendency towards the lessening of weekly hours is indicated by the fact that in 1950 about 51 per cent of the employees were working 45 hours or more as compared to 55 per cent in 1949.

The proportion of workers in the food and beverages industry on a 5-day week rose from 40 per cent in 1949 to 45 per cent in 1950. The most significant change took place in the meat products division of the industry: 39 per cent of the workers

TABLE 1.—THE NORMAL WORK WEEK IN THE FOOD AND BEVERAGES INDUSTRY, BY REGION AND BY INDUSTRY, OCTOBER 1950

Normal Weekly Hours		Food and Beverages		By Region				By Industry							
				Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Meat Products	Dairy Products	Canning and Pre-serving	Grain Mill Products	Bakery Products	Beverages	Miscel-laneous Foods
Plant Workers on a 5-Day Week															
Under 40.....	3					3									3
40.....	16,264		372	2,160		7,549	3,486	2,697	2,739	67	1,809	851	480	7,394	2,924
Over 40 and under 44.....	6,901			298		3,166	3,378	59	4,035	32	122		140	4	2,568
44.....	2,993		9	1,809		536	584	55	2,017	22	82	65	152		655
45.....	9,610		396	1,901		6,914	399		1,106	359	1,952	75	1,902	575	3,641
Over 45 and under 48.....	1,679			964		699	16		25		210		782	335	327
48.....	4,502			2,860		1,642			251	42	771	22	154	2,856	406
Over 48.....	1,311		25	742		93		451			577		74		660
Total.....	43,263		802	10,734		20,602	7,863	3,262	10,173	522	5,523	1,013	3,684	11,164	11,184
All Plant Workers															
Under 40.....	361		319			5					347		2		12
40.....	18,364		507	2,207		9,008	3,486	3,156	3,898	67	2,011	1,012	1,002	7,403	2,971
Over 40 and under 44.....	10,070		124	343		5,158	4,194	251	6,253	45	144		961	24	2,613
44.....	17,393		1,330	2,258		4,665	3,742	5,398	2,750	988	6,796	1,840	1,880	875	2,264
Over 44 and under 45.....	43					34	9								43
45.....	10,957		446	2,086		7,793	632		1,471	549	2,247	75	2,235	701	3,679
Over 45 and under 48.....	2,978		451	1,252		1,175	100		296	34	213	4	1,256	371	804
48.....	25,084		2,826	7,759		12,583	1,567	359	699	1,496	5,169	1,695	8,137	3,923	3,965
Over 48.....	10,503		3,567	3,103		2,118	35	1,680	87	429	7,628	250	774	458	877
Total.....	95,753		9,570	19,008		42,539	13,755	10,881	15,454	3,608	24,555	4,876	16,247	13,755	17,258

in this group were reported on a 5-day week in 1949 while 66 per cent were reported on this shorter work week in 1950.

Overtime Payment.—Time and one-half was the usual overtime rate for work after standard daily or weekly hours.

Just over one-third of the plant workers were in establishments which did not have any policy covering payment for work on Sunday. About 60 per cent of the workers, equally divided, were employed in establishments which paid time and one-half or double time for work on Sunday or the seventh working day of a continuous operation.

For work on statutory holidays which are paid for though not worked, double time was paid by establishments employing one-third of the employees and double time and one-half by those employing one-quarter of the workers in the industry. A substantial number of workers (11 per cent) was paid time and one-half for work on paid holidays.

Annual Vacations with Pay (Table II).—All but three per cent of the plant workers in the industry were employed in establishments which reported a vacation with pay policy.

Of those workers in plants reporting a vacation with pay policy, 88 per cent received an initial vacation of one week and just over 11 per cent, two weeks, usually after a year or less of employment.

Seventy-eight per cent of the employees in the food and beverages industry could become eligible for a longer vacation after increased periods of employment. Establishments employing 39 per cent of the workers increased the vacation period to two weeks, generally after five years or less of employment. In those employing another 39 per cent, the vacation period was increased to a maximum of three weeks, usually after 15 to 25 years of service.

In the meat products division of the industry, 92 per cent of the workers could become eligible for a vacation of three weeks. Nearly two-thirds of the workers in the canning and preserving division and more than one-third in the beverages division could become eligible for this same vacation. In each of the other major divisions of the industry, less than a third of the employees were in establishments which made provision for a maximum vacation of three weeks.

There has been a slight increase in the proportions of workers who could become

eligible for a maximum vacation of three weeks. In 1949, 34 per cent of the workers were in plants which gave a maximum vacation of three weeks whereas in 1950 the proportion rose to 39 per cent.

Plant shut-down for the vacation period was reported by establishments employing one-fifth of the workers in the industry. Of these, nearly two-thirds were in plants closing for two weeks, usually during the summer season.

Statutory Holidays (Table III).—Some statutory holidays were observed by establishments employing 98 per cent of the workers in the food and beverages industry, with more than three-quarters of the workers employed in those observing from seven to nine holidays.

Plants employing 88 per cent of the workers in the industry paid for some or all of the observed statutory holidays. Two-thirds of the employees were in those which paid for seven to nine holidays.

Ninety-two per cent of the workers in the meat products division, 38 per cent in dairy products and 51 per cent in bakery products were paid for eight statutory holidays. Eighty per cent of the workers in the grain mill products division were paid for seven to eight holidays, 86 per cent in the beverages division for seven to nine days and 70 per cent in the miscellaneous food division of the industry were paid for six to eight days. In the canning and preserving industry there was much variation in the number of observed holidays paid for, with about 60 per cent of the workers being paid for four to nine statutory holidays.

An increase is noted in the proportion of workers being paid for more statutory holidays; in 1950 nearly a 9 per cent increase is seen in the number of workers receiving pay for seven to nine holidays.

Rest and Wash-up.—More than 80 per cent of the plant employees in the food and beverages industry were permitted recognized rest periods. The largest group of workers was allowed two 10-minute periods and the next largest, two 15-minute periods each day.

One-third of the plant workers in the industry were allowed regular wash-up periods each day. About 30 per cent of these workers were permitted two 5-minute periods and 21 per cent two 10-minute periods daily.

**TABLE II.—ANNUAL VACATIONS WITH PAY IN THE FOOD AND BEVERAGES INDUSTRY, BY REGION AND BY INDUSTRY,
OCTOBER, 1950**
Number of Employees

Length of Vacation and Service Requirements	By Region					By Industry							
	Food and Beverages	Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Meat Products	Dairy Products	Grain Mill Products	Canning and Pre-serving	Bakery Products	Beverages	Miscellaneous Foods
Initial Vacation													
One week with pay.....	81,755	5,167	17,806	41,274	10,048	7,460	14,485	2,044	17,225	4,374	14,536	12,804	16,137
After: Less than 1 year.....	10,635	268	1,148	6,608	1,351	1,260	40	94	1,505	362	1,634	3,475	3,525
1 year.....	69,602	4,831	16,044	34,003	8,653	6,071	14,275	2,550	15,503	4,012	12,550	8,561	12,151
Other.....	53	58	614	663	44	129	170	.....	58	.....	402	168	461
Service not specified.....	1,460	10	.....	.....	.....	.....	.....	.....	259	.....	.....	.....	.....
Two weeks with pay.....	10,774	2,810	938	1,092	2,832	3,152	713	898	4,440	497	1,751	1,336	1,139
After: 1 year.....	9,314	1,019	907	1,092	3,200	3,006	713	892	4,205	497	1,478	1,317	212
Other.....	1,460	1,191	31	.....	92	146	.....	6	235	.....	273	19	927
Other Vacation Periods.....	285	50	.....	.....	.....	235	235	53	17	.....	.....	.....	.....
Total.....	92,814	7,427	18,744	42,366	13,430	10,847	15,433	3,575	21,782	4,871	16,337	13,540	17,276
Maximum Vacation													
Two weeks with pay.....	56,281	2,471	6,961	13,827	3,520	4,472	827	1,565	6,807	1,426	8,826	6,725	10,025
After: 1 year.....	7,497	274	1,373	4,137	1,331	1,382	.....	23	1,543	332	2,772	2,724	2,103
2 and 3 years.....	11,929	1,221	1,814	5,278	1,821	1,735	340	1,442	1,434	593	2,607	1,011	4,572
5 years.....	12,768	943	3,009	7,717	344	695	417	1,100	2,625	591	4,850	1,048	3,137
Other.....	4,087	83	1,705	1,725	24	600	70	.....	1,185	.....	607	2,012	213
Three weeks with pay.....	35,872	1,143	8,956	16,492	7,510	1,726	14,225	1,015	3,316	2,906	4,441	5,140	4,739
After: Less than 15 years.....	17,865	81	81	235	486	63	247	183	76	.....	.....	1,205	94
15 years.....	17,555	823	2,972	7,125	5,023	1,612	13,681	196	1,563	615	.....	1,205	905
20 years.....	9,083	.....	1,506	6,164	1,332	61	594	459	1,677	859	2,481	1,076	1,617
25 years.....	8,325	325	4,397	2,904	699	.....	3	207	1,677	1,522	1,896	2,574	2,123
Other.....	64	.....	.....	64	.....	.....	.....	.....	.....	.....	64	.....	.....
Four weeks.....	290	.....	.....	290	.....	.....	.....	.....	.....	.....	250	40	.....
Initial Vacation Maintained.....	20,371	8,808	2,827	6,787	2,970	4,639	881	995	11,659	449	2,810	1,565	2,512
One Week.....	11,160	1,648	1,889	5,717	257	1,749	318	237	7,202	179	1,290	1,373	1,373
Two Weeks.....	9,161	2,210	1,938	1,010	2,113	2,890	63	725	4,440	270	1,520	1,004	1,139
Other Vacation Periods.....	50	50	.....	.....	.....	.....	.....	33	17	.....	.....	.....	.....
Total.....	92,814	7,427	18,744	42,366	13,430	10,847	15,433	3,575	21,782	4,871	16,337	13,540	17,276

**TABLE III—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE FOOD AND BEVERAGES INDUSTRY,
BY REGION AND BY INDUSTRY, OCTOBER 1950**
Number of Employees

Number of Statutory Holidays Observed	By Region					By Industry							
	Food and Beverages	Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Meat Products	Dairy Products	Canning and Pre-serving	Grain Mill Products	Bakery Products	Beverages	Miscellaneous Food
None.....	716	277	207	126	.....	106	.....	122	549	.....	31	.....	14
Less than 4.....	1,461	269	100	827	5	260	26	631	649	.....	58	58	39
4.....	1,824	536	283	805	.....	200	.....	248	1,406	.....	70	.....	100
5.....	3,566	743	807	1,871	3	142	18	169	2,618	.....	713	.....	33
6.....	4,739	750	1,034	2,434	98	423	53	280	3,113	561	319	198	215
7.....	11,461	1,425	3,976	4,724	1,063	273	127	471	1,010	1,369	1,094	2,124	5,266
8.....	46,349	2,116	6,302	28,829	7,602	1,500	13,289	1,368	7,193	2,658	8,529	4,731	8,581
9.....	16,958	2,756	1,649	2,453	2,524	7,576	1,450	181	6,411	268	2,793	4,045	1,810
10.....	4,010	421	1,310	254	1,561	464	369	88	845	.....	1,667	644	397
More than 10.....	4,165	234	3,273	64	574	20	127	55	401	.....	880	1,889	813
No Information.....	878	484	127	228	39	.....	.....	.....	790	.....	34	.....	54
Total.....	96,127	10,011	19,068	42,615	13,469	10,964	15,459	3,613	24,985	4,871	16,188	13,689	17,322
Number of Statutory Holidays Paid for Although Not Worked													
None.....	9,787	4,205	1,377	3,510	16	679	120	423	6,254	120	599	84	2,187
1.....	534	87	.....	442	5	.....	26	280	170	33	.....	.....	25
2.....	1,696	110	366	1,126	31	63	60	481	786	.....	74	263	32
3.....	1,295	108	378	574	.....	235	.....	.....	887	.....	378	.....	30
4.....	2,785	553	247	1,785	.....	200	.....	140	2,225	18	110	192	100
5.....	3,829	1,141	742	756	3	1,187	143	3	2,557	103	557	.....	466
6.....	7,789	340	2,548	3,730	622	549	.....	228	3,382	455	330	430	2,964
7.....	13,608	561	4,227	7,735	1,063	22	127	324	1,845	1,532	1,044	5,150	3,586
8.....	36,011	1,233	4,944	20,697	7,872	1,956	14,162	1,359	7,763	2,391	8,301	3,203	5,832
9.....	11,862	562	1,649	1,488	1,909	6,254	660	181	3,812	219	2,642	3,457	891
10.....	2,360	48	867	12	1,116	317	34	38	258	.....	1,232	593	205
More than 10.....	1,193	135	400	64	574	20	127	55	55	.....	746	98	112
Other.....	1,057	.....	838	.....	219	.....	.....	.....	.....	.....	.....	219	838
No information.....	2,321	928	485	696	39	173	.....	101	1,991	.....	175	.....	51
Total.....	96,127	10,011	19,068	42,615	13,469	10,964	15,459	3,613	24,985	4,871	16,188	13,689	17,322

Detailed information on rest and wash-up periods is given in the following table:—

Length and Duration of Periods	Number of Employees Rest Periods	Wash-up Periods
One period of		
5 minutes .....	..	1,696
10 minutes	1,440	841
15 minutes	1,558	1,390
Other	1,510	642
Two periods of		
Less than 5 minutes.	..	1,910
5 minutes	166	9,495
10 minutes	43,132	6,604
15 minutes	22,587	1,015
Other	2,190	1,147
Other specified periods	1,524	2,001
Informally permitted.	1,016	4,675
Total	80,860	31,416
Part of plant only...	1,461	196
Not allowed.....	13,662	64,634
Total	96,246	96,246

Prices and the Cost of Living *

Cost-of-Living Index, December 1, 1951

The Dominion Bureau of Statistics cost-of-living index declined from 191·2 to 191·1 between November 1 and December 1, 1951, the first decrease in 23 months. The previous decrease was recorded between December 1, 1949 and January 3, 1950, when the index declined 0·5 points.

The latest movement of the index was accounted for by a slight recession in foods which overbalanced small increases in

clothing, and home furnishings and services. The food index moved from 250·2 to 249·3, as a result of decreases in meats, particularly pork, and eggs, which proved of greater importance than a large increase in potatoes coupled with small advances in milk, butter and other vegetables.

The clothing index rose from 214·6 to 215·5, reflecting increases in men's wear, notably suits, overcoats and sweaters. Widely scattered advances for furniture items, furnishings, floor coverings, hardware, dishes, electrical goods, laundry rates and telephone rates supported an increase in home furnishings and services from 199·9 to 200·6. Indexes for fuel and light and miscellaneous items remained at 150·8 and 144·9, respectively. Rents were not surveyed in December and the index continued unchanged at 144·8.

From August 1939 to December 1951, the increase in the cost-of-living index was 89·6 per cent.

Wholesale Prices, December, 1951

The weekly index number for 30 industrial prices at wholesale continued to decline in December to reach a level of 284·7 by the week of the 21st. This compares with 286·2 for the week of November 30 and 280·9 for the month of December, 1950.

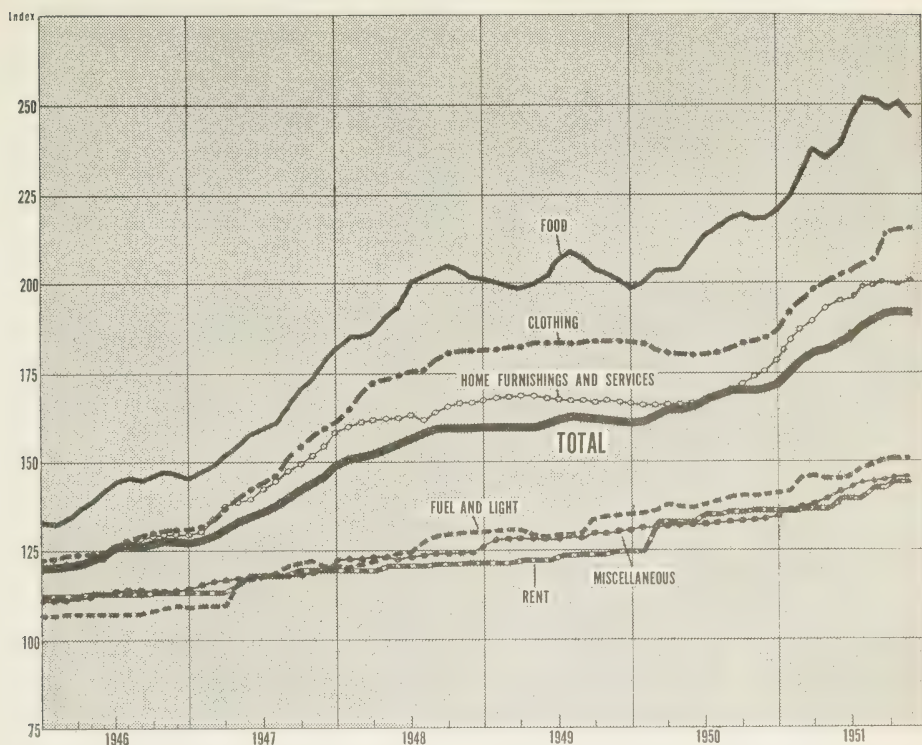
Fractional commodity price declines were registered for wheat, oats, raw sugar, raw rubber, raw cotton, copper and tin, while various advances occurred for imported bituminous coal, steers and hogs.

Canadian farm product prices at terminal markets firmed narrowly from 258·9 to 259·4 between November 30 and December 21. This compares with 234·5 for December, 1950.

Both field and animal products moved up in the month ending December 21, the former gaining 0·1 to 191·0, as a result of increases for grains and hay which outweighed decreases in eastern potato prices. Higher prices for livestock, butterfat and fluid milk overbalanced continued weakness for eggs to advance the animal products series from 326·9 to 327·8.

*See Tables F-1 to F-6 at end of book.

COST OF LIVING IN CANADA FROM JANUARY, 1946



Strikes and Lockouts

Canada, November, 1951*

A decline in the number of existing work stoppages during the month, as compared with October, resulted in a decrease in the total man-working days lost. Strike idleness in November, 1951, was also somewhat lower than in November, 1950. The question of increased wages and related causes was a factor in 14 of the 18 stoppages, causing 90 per cent of the total loss. Of the other disputes, two arose over causes affecting working conditions, one was an inter-union dispute, and one was over the dismissal of a worker. Two stoppages with the greatest amount of time loss were brewery workers at New Westminster, Vancouver and Victoria, B.C., and paper and paper box factory workers, also at Vancouver.

Preliminary figures for November, 1951, show 18 strikes and lockouts in existence,

involving 8,617 workers, with a time loss of 38,315 man-working days, as compared with 28 strikes and lockouts in October, 1951, with 6,388 workers involved and a loss of 49,318 days. In November, 1950, there were 19 strikes and lockouts, involving 14,165 workers and a loss of 49,477 days.

For the first 11 months of 1951 preliminary figures show 222 strikes and lockouts, involving 75,403 workers, with a loss of 755,255 days. In the same period in 1950 there were 155 strikes and lockouts, with 191,023 workers involved and a loss of 1,380,574 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in November, 1951, was 0.04 per cent of the estimated working time, as compared with 0.06 per cent in October, 1951; 0.06 per cent in November, 1950;

*See Tables G-1 and G-2 at end of book.

0.08 per cent for the first 11 months of 1951; and 0.15 per cent for the first 11 months of 1950.

Of the 18 strikes and lockouts in existence during the month, one was settled in favour of the employer, six were compromise settlements, and three were indefinite in result, work being resumed pending final settlement. At the end of the month eight stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in September, 1951, was 156 and 17 were still in progress from the previous month, making a total of 173 during the month. In all stoppages of work in progress in the period there were 33,300 workers involved and a time loss of 109,000 working days was caused.

Of the 156 disputes leading to stoppages of work which began in September, 25, directly involving 3,700 workers, arose out of demands for advances in wages, and 57, directly involving 10,000 workers, on other wage questions; two directly involving 200

workers, on questions as to working hours; 29, directly involving 6,300 workers, on questions respecting the employment of particular classes or persons; 39, directly involving 6,800 workers, on other questions respecting working arrangements; three, directly involving 1,500 workers on questions of trade union principle; and one directly involving 100 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for October, 1951, show 440 work stoppages resulting from labour-management disputes beginning in the month, in which 240,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,750,000 man-days. Corresponding figures for September, 1951, are 400 work stoppages, involving 200,000 workers and a time loss of 2,400,000 days.

New Zealand

For the second quarter of 1951, figures show 41 strikes, involving, directly and indirectly, 9,438 workers, and causing a time loss of 110,504 man-days.

Selected Publications Received Monthly in Library of Department of Labour

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 43.

Arbitration, Industrial

1. **Colton, Joel G.** *Compulsory Labor Arbitration in France, 1936-1939*. New York, King's Crown Press, 1951. Pp. 220.

2. **National Industrial Conference Board.** *Strike Controls in Essential Industries*, by Herbert R. Northrup. New York, 1951. Pp. 56.

3. **Warren, Edgar Lovett.** *A Profile of Labor Arbitration*, by Edgar L. Warren and Irving Bernstein. Los Angeles, University of California, 1951. Pp 200-222.

Employment Management

4. **Dartnell Corporation, Chicago.** *How 150 Companies Plan, Prepare and Produce Office Manuals*. Chicago, 1951. 1 volume.

5. **Massarik, Fred.** *Evaluating Efficiency Rating Systems Thorough Experiment*, by Fred Massarik, Irving R. Weschler and Robert Tannenbaum. Los Angeles, University of California, 1951. Pp. 42-47.

6. **Zaleznik, Abraham.** *Foreman Training in a Growing Enterprise*. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1951. Pp. 232.

Incentive Plans

7. **Armstrong, Jack.** *Incentive and Quality*. London, Chapman and Hall, 1950. Pp. 113.

8. **Bureau of National Affairs, Washington, D.C.** *Christmas and Year-end Personnel Problems*. Washington, 1951. Pp. 16.

9. **Illinois. University. College of Commerce and Business Administration.** *Work Incentives for Your Personnel*, by Robert L. Peterson. Urbana, 1951. Pp. 19.

Industrial Relations

10. **Institute of Personnel Management.** *Joint Consultation in Thirteen Manufacturing Companies*. London, 1950. Pp. 4.

11. **National Planning Association.** *Minnequa Plant of Colorado Fuel and Iron Corporation and Two Locals of United Steelworkers of America*, a case study by George W. Zinke. Washington, 1951. Pp. 95.

12. **Ross, Arthur Max.** *Collective Bargaining and Common Sense*. Berkeley, Cal., 1951. Pp. 435-443.

Industry

13. **Hogan, William T.** *Productivity in The Blast-Furnace and Open-Hearth Segments of the Steel Industry: 1920-1946*. New York, Fordham University Press; D. X. McMullen Co., distributors, 1950. Pp. 150.

14. **Moore, Wilbert Ellis.** *Industrialization and Labor*; social aspects of economic development. Ithaca, Cornell University Press, 1951. Pp. 410.

15. **Redler, Richard.** *Aluminum in World Affairs*. Toronto, Canadian Institute of International Affairs, 1951. Pp. 17.

16. **U.S. Federal Trade Commission.** *A List of 1,000 Large Manufacturing Companies, Their Subsidies and Affiliates, 1948*. Washington, G.P.O., 1951. Pp. 225.

17. **Willkie, Herman Frederick.** *Principles of Industrial Administration*. A series of seven lectures delivered at Indiana University School of Business during the first semester, 1950-51. Report edited by Arthur E. Warner. Bloomington, Ind., 1951. Pp. 95.

Job Analysis and Specification

18. **Chaffee, Randolph W.** *Evaluating Engineers to Recognize Talent and Reward Achievement*; a discussion of methods for job evaluation and merit rating in creative engineering. (In *Dominion Engineer*, Part 2, 1951. Vol. XVIII, No. 11, p. 12-25.)

19. **U.S. Bureau of the Budget.** *Techniques for the Development of a Work Measurement System*. Washington, G.P.O., 1951. Pp. 65.

21. **U.S. Department of the Army.** *Job Engineering: Modification of Jobs for Better Utilization of Manpower*. Washington, G.P.O., 1951. Pp. 48.

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Items	1951		1950	1949	1944	1939
	Nov.	Oct.	Oct.	Oct.	Oct.	Oct.
Total Population*000		13,893	13,815	13,549	11,975	11,267
Labour Force—						
Civilian labour force (1).....000		5,421	5,324	5,253	†	†
Persons with jobs (1).....000		5,343	5,221	5,155	†	†
Male (1).....000		4,197	4,107	4,012	†	†
Female (1).....000		1,146	1,114	1,143	†	†
Paid workers (1).....000		3,849	3,639	3,575	†	†
Persons without jobs and seeking work.....000		78	103	98	†	†
Index of employment (1939=100).....000		186.0	177.1	170.5	†	†
Immigration.....No.			5,771	7,552	2,216	1,036
Adult males.....No.			2,378	2,831	257	318
Earnings and Hours—						
Total labour income.....\$000,000			736	663	†	†
Per capita weekly earnings.....\$		51.52	45.88	43.46	†	†
Average hourly earnings, manufacturing.....c		121.8	105.3	99.3	†	†
Average hours worked per week, manufacturing.....		41.9	42.9	42.7	†	†
Real weekly earnings, manufacturing (2).....		110.9	109.5	108.2	†	†
National Employment Service—						
Live applications for employment						
(1st of month)(3).....000	155.5	131.0	133.1	143.0	62.4	†
Unfilled vacancies, (1st of month) (3).....000	55.7	68.6	64.8	41.5	201.2	†
Placements, weekly average.....000		18.3	18.2	14.2	†	†
Unemployment Insurance—						
Ordinary live claims (1st of month).....000	99.8	83.1	79.3	83.5	5.7	†
Balance in fund.....\$000,000	764.4	751.5	625.8	576.9	235.7	†
Price Indexes—						
General wholesale (4).....		239.6	220.0	197.9	(5) 130.6	(5) 99.2
Cost of living index (4).....	191.2	190.4	170.7	162.2	118.6	103.5
Residential building materials (4).....	289.3	290.8	260.4	227.1	(5) 146.6	(5) 102.3
Production—						
Industrial production index (4).....		212.6	210.7	185.9	193.7	117.8
Mineral production index (4).....		172.6	158.8	144.9	98.7	120.8
Manufacturing index (4).....		219.4	221.7	194.2	214.8	117.7
Electric power.....000,000 k.w.h.		4,920	4,395	3,975	3,482	2,590
Construction—						
Contracts awarded.....\$000,000			251.3	89.3	25.9	14.2
Dwelling units, started.....000			9.8	9.0	†	†
completed.....000			9.5	9.1	†	†
under construction.....000			70.0	61.0	†	†
Pig iron.....000 tons	223.5	224.5	205.8	166.0	154.1	85.8
Steel ingots and castings.....000 tons	309.1	309.4	293.9	258.9	275.5	149.9
Inspected slaughtering, cattle.....000	107.1	116.2	119.3	155.6	132.8	98.7
hogs.....000	528.6	459.8	397.8	418.1	609.1	425.9
Flour production.....000,000 bbls.		1.93	2.11	1.87	2.05	2.09
Newsprint (3).....000 tons			456.4	435.7	258.3	281.0
Cement producers' shipments.....000,000 bbls.		1.93	1.56	1.47	(5) 0.88	(5) 0.68
Automobiles and trucks.....000			35.6	28.1	13.2	11.3
Gold.....000 fine oz.		378.4	376.8	366.9	230.7	433.1
Copper.....000 tons			22.2	22.3	21.0	25.5
Lead.....000 tons		15.1	18.6	13.3	9.2	17.6
Nickel.....000 tons			10.8	10.8	10.9	9.4
Zinc.....000 tons		28.1	26.6	25.6	21.5	14.9
Coal.....000 tons		1,877	1,816	1,930	1,532	1,799
Crude petroleum.....000,000 bbls.			2.98	2.06	0.88	0.82
Distribution—						
Wholesale sales index, unadjusted (4).....		375.0	339.7	314.8	202.4	132.0
Retail trade.....\$000,000		902.4	795.1	764.3		
Imports, excluding gold.....\$000,000	326.6	344.1	320.6	234.3	160.1	79.1
Exports, excluding gold.....\$000,000	379.5	371.0	315.2	269.1	314.0	90.4
Railways—						
Revenue freight, ton miles.....000,000			5,542	5,532	6,212	4,049
Car loadings, revenue freight.....000	366.9	389.8	385.3	370.3	331.0	270.3
Banking and Finance—						
Common stocks, index (4).....	174.0	183.3	145.4	114.3	86.2	96.6
Preferred stocks, index (4).....	162.8	164.2	161.1	145.8	126.7	107.4
Bond yields, Dominion, index (4).....	107.8	105.7	92.0	89.1	97.0	111.9
Cheques cashed, individual accounts.....\$000,000	10,737	10,619	9,391	8,328	4,932	2,899
Bank loans, current public.....\$000,000		2,893	2,449	2,213	954	952
Money supply.....\$000,000		4,795	4,925	4,377	(5) 3,153	(5) 1,370
Circulating media in hands of public.....\$000,000		1,256	1,187	1,187	972	(5) 281
Deposits.....\$000,000		3,539	3,738	3,190	(5) 2,163	(5) 1,089

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

* Population figures given are as at June 1, for 1951, 1949, 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force survey figures given are as at August 18, 1951, August 19, 1950, August 20, 1949. Detailed figures for August 1951 will be found in table A4-A8 of the December issue of the LABOUR GAZETTE.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

Source: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....				

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950						
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....						

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA
BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951—									
January*	643	966	707	210	124	140	194	254	2,238
February	1,341	1,197	1,073	198	178	157	370	269	4,783
March	2,072	1,351	1,690	363	245	247	415	343	6,726
April	2,293	2,125	1,855	440	299	260	537	361	8,170
May	3,611	2,339	2,792	540	404	322	678	504	11,190
June	3,534	2,539	3,192	511	359	274	521	552	11,482
July	2,556	3,279	3,412	523	334	287	499	528	11,418
August	2,333	3,039	3,050	436	465	245	379	487	10,434
September	1,461	2,395	2,605	417	415	222	381	431	8,327
October									

* Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agricul- ture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average	21	59	9	56	58	5	208
1939—Average	23	62	8	58	59	5	215
1940—Average	26	78	11	63	60	6	244
1941—Average	29	106	16	73	66	8	298
1942—Average	30	142	18	80	71	10	353
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	164	131	19	597
1949—January	48	208	37	158	133	20	604
February	46	210	36	158	136	21	607
March	42	210	36	160	140	21	609
April	40	210	40	161	141	21	613
May	45	206	43	165	144	21	624
June	49	212	49	170	149	21	650
July	50	211	53	170	148	21	653
August	52	214	54	171	148	22	661
September	49	217	54	173	149	22	664
October	49	216	53	174	149	22	663
November	48	216	51	176	152	22	665
December	46	213	46	167	151	22	645
*1950—January	45	211	38	165	149	21	629
February	45	215	39	166	148	21	634
March	45	217	41	168	148	21	640
April	44	218	43	172	149	22	648
May	49	220	50	175	155	22	671
June	54	228	56	179	159	22	698
July	55	230	57	181	160	23	706
August	57	232	58	171	157	24	699
September	59	241	58	186	159	25	728
October	61	244	58	188	160	25	736
November	62	247	56	193	161	25	744
December	60	250	51	190	162	25	738
*1951—January	59	252	47	187	160	25	730
February	59	254	46	183	162	24	733
March	55	260	46	191	168	25	745
April	55	266	53	196	166	27	763
May	61	269	59	202	174	27	792
June	67	276	64	208	179	27	821
July	66	276	68	209	178	30	827
August	68	279	71	211	176	28	833
September	70	284	74	214	178	28	848

* Includes Newfoundland.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At October 1, employers in the principal non-agricultural industries reported a total employment of 2,421,844.

Year and Month	Canada	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1948—Oct. 1.....	171.3	164.9	162.0	175.4	161.9	175.6	169.0	147.8	180.9	192.3
1949—Oct. 1.....	170.5	166.7	164.0	169.0	157.4	176.6	174.5	147.3	187.1	189.0
1950—Jan. 1.....	163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1.....	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1.....	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1.....	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1.....	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1.....	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1.....	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1.....	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1.....	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1.....	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1.....	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1.....	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
1951—Jan. 1.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1.....	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1.....	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1.....	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1.....	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1.....	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1.....	185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1.....	186.3	188.6	158.6	183.5	175.4	194.8	178.3	155.5	214.9	201.2
Percentage Distribution of Employees of Reporting Es- tablishments at Oct. 1, 1951	100.0	0.2	3.7	2.7	29.2	42.6	5.2	2.3	4.7	9.4

NOTE.—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1939—Average.....	100.0	100.0	100.0	23.44	100.0	100.0	100.0	22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1948—Oct. 1.....	171.3	305.3	177.9	41.69	180.3	337.0	187.0	42.61
1949—Oct. 1.....	170.5	316.3	185.4	43.46	178.7	349.5	195.7	44.60
1950—Jan. 1.....	163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Feb. 1.....	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Mar. 1.....	157.9	300.5	190.3	44.61	171.5	342.8	199.9	45.55
Apr. 1.....	159.0	303.8	191.0	44.77	172.0	346.6	201.4	45.91
May 1.....	159.7	305.8	191.5	44.88	172.5	348.4	202.0	46.03
June 1.....	166.0	315.3	189.9	44.51	175.3	352.3	201.1	45.82
July 1.....	170.8	328.3	192.2	45.04	178.6	364.1	203.9	46.46
Aug. 1.....	172.5	332.5	192.6	45.15	179.6	366.7	204.0	46.49
Sept. 1.....	174.1	328.0	188.4	44.17	182.5	369.9	202.7	46.19
Oct. 1.....	177.1	346.6	195.7	45.88	185.6	385.1	207.4	47.27
Nov. 1.....	178.1	351.7	197.5	46.29	185.4	389.7	210.2	47.90
Dec. 1.....	179.2	356.2	198.8	46.63	185.3	394.6	212.9	48.51
1951—Jan. 1.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1.....	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1.....	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1.....	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1.....	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1.....	184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1.....	185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1.....	186.3	409.0	219.8	51.53	193.9	453.3	233.7	53.26
Nov. 1.....								
Dec. 1.....								

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, Insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services.)

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	Employment			Payrolls					
	Oct. 1 1951	Sept. 1 1951	Oct. 1 1950	Oct. 1 1951	Sept. 1 1951	Oct. 1 1950	Oct. 1 1951	Sept. 1 1951	Oct. 1 1950
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	188.6	192.4	196.9	362.9	365.9	342.3	38.29	37.85	34.41
Nova Scotia.....	158.6	157.8	152.8	323.1	313.2	282.2	43.67	42.56	39.57
New Brunswick.....	183.5	182.3	179.9	406.3	394.2	353.9	44.89	43.85	39.77
Quebec.....	175.4	173.2	164.0	406.3	396.1	338.7	49.31	48.66	43.91
Ontario.....	194.8	194.1	185.8	426.9	417.8	361.4	53.68	52.72	47.57
Manitoba.....	178.3	180.4	174.8	348.0	348.7	307.0	50.18	49.69	45.14
Saskatchewan.....	155.5	157.8	150.4	309.4	310.0	274.0	48.24	47.61	44.04
Alberta.....	214.9	219.0	197.5	446.2	441.3	363.0	52.82	51.28	46.68
British Columbia.....	201.2	198.9	194.6	424.8	412.1	368.2	54.89	53.86	49.20
CANADA.....	186.3	185.4	177.1	409.0	400.2	346.6	51.53	50.66	45.88
(b) METROPOLITAN AREAS									
Sydney.....	109.7	110.4	.....	265.2	256.3	.....	54.04	51.88	.....
Halifax.....	212.3	211.8	193.8	376.5	366.4	302.5	41.54	40.52	36.55
Saint John.....	173.3	166.9	162.8	338.9	312.4	288.4	41.95	40.14	38.26
Quebec.....	158.5	159.3	154.4	360.8	355.7	316.7	42.39	41.59	38.19
Sherbrooke.....	171.6	174.0	166.3	385.1	378.5	342.1	43.55	42.23	39.91
Three Rivers.....	188.0	187.8	177.3	479.0	479.9	388.8	50.97	51.13	44.46
Drummondville.....	208.5	212.2	.....	531.7	527.5	.....	48.74	47.52	.....
Montreal.....	177.9	175.8	170.6	386.4	377.1	333.9	49.62	49.00	44.66
Ottawa—Hull.....	192.0	192.1	186.0	389.8	387.2	337.2	47.07	46.73	41.98
Peterborough.....	207.5	207.5	.....	544.4	540.2	.....	55.27	54.85	.....
Oshawa.....	253.9	255.3	.....	674.0	631.9	.....	62.81	58.57	.....
Niagara Falls.....	272.9	264.3	.....	642.1	598.6	.....	56.68	54.57	.....
St. Catharines—Welland.....	255.6	256.4	232.4	666.9	641.5	535.6	62.41	59.85	54.90
Toronto.....	197.1	195.5	187.8	424.7	413.9	357.8	54.14	53.20	47.72
Hamilton.....	207.0	206.8	191.2	477.7	470.4	396.0	55.90	55.11	50.10
Brantford.....	209.8	208.7	209.1	535.3	525.2	469.6	53.03	52.30	46.65
Galt—Preston.....	150.4	154.8	.....	354.6	360.6	.....	48.26	47.68	.....
Kitchener—Waterloo.....	180.3	183.7	179.0	416.2	413.1	366.1	49.04	47.77	43.39
Sudbury.....	177.1	176.0	.....	374.9	368.5	.....	63.71	63.04	.....
London.....	193.6	193.8	194.6	413.2	410.7	368.2	50.55	50.21	44.78
Sarnia.....	288.9	307.9	.....	614.8	639.1	.....	68.53	66.81	.....
Windsor.....	211.8	223.7	229.1	440.0	460.5	450.5	57.92	57.38	54.63
Sault Ste. Marie.....	228.3	230.4	.....	511.9	493.3	.....	59.65	56.96	.....
Fort William—Port Arthur.....	234.1	228.1	203.8	526.2	489.4	380.0	57.13	54.54	47.43
Winnipeg.....	174.1	175.1	173.3	335.5	333.8	299.9	46.98	46.49	42.05
Regina.....	170.7	170.4	166.8	342.6	335.2	302.5	45.46	44.56	40.95
Saskatoon.....	190.2	193.6	182.4	373.5	377.0	327.0	43.57	43.22	39.75
Edmonton.....	264.5	266.1	246.8	569.5	552.8	457.1	50.61	48.84	43.52
Calgary.....	223.9	223.4	199.9	429.1	422.7	343.5	49.45	48.82	44.29
Vancouver.....	207.4	207.8	206.6	434.3	430.8	387.3	52.46	51.94	46.99
Victoria.....	229.3	231.9	214.3	472.2	492.0	407.0	49.40	50.91	45.50
(c) INDUSTRIES									
Forestry (chiefly logging).....	213.6	181.8	193.4	622.3	505.5	481.1	50.45	48.15	43.20
Mining.....	120.1	119.5	115.6	262.7	252.3	220.9	62.94	60.77	54.84
Manufacturing.....	193.9	194.1	185.6	453.3	446.1	385.1	53.26	52.37	47.27
Durable Goods ¹	240.0	242.1	221.5	566.6	559.8	464.0	57.37	56.17	50.86
Non-Durable Goods.....	164.0	162.9	162.2	371.3	363.9	327.8	49.36	48.71	44.08
Construction.....	205.2	206.7	189.2	567.6	556.0	447.8	51.87	50.44	44.55
Transportation, Storage and Communication.....	186.5	189.0	175.1	358.7	361.3	309.1	55.06	54.74	50.62
Public Utility Operation.....	192.0	195.3	186.7	375.1	371.0	329.3	57.64	56.03	52.09
Trade.....	175.6	171.0	170.5	354.5	342.4	307.6	44.10	43.74	39.36
Finance.....	173.2	173.0	159.5	281.2	276.1	243.7	47.19	46.40	44.54
Service².....	187.9	193.7	182.5	367.2	369.3	334.2	32.07	31.25	29.91
Industrial Composite.....	186.3	185.4	177.1	409.0	400.2	346.6	51.53	50.66	45.88

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners from whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Oct. 1, 1945.....	44.7	45.0	44.5	67.8	75.4	60.4
1946.....	42.9	42.8	42.9	71.4	77.8	65.7
1947.....	43.1	43.5	42.6	83.4	90.6	76.2
1948.....	43.0	43.3	42.7	94.6	102.6	86.6
1949.....	42.7	43.0	42.5	99.3	107.8	91.0
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950.....	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950.....	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950.....	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950.....	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950.....	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950.....	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950.....	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.8	132.1	111.1

* These averages were affected by loss of working time at the year-end holiday in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1951	Sept. 1, 1951	Oct. 1, 1950	Oct. 1, 1951	Sept. 1, 1951	Oct. 1, 1950
Newfoundland.....	43.1	44.1	46.1	120.1	120.3	100.6
Nova Scotia.....	41.6	41.6	43.7	104.8	102.6	90.7
New Brunswick.....	44.6	43.4	46.1	110.0	107.8	92.3
Quebec.....	43.7	43.5	44.9	109.5	108.2	94.4
Ontario.....	41.4	40.8	42.2	128.3	127.5	111.1
Manitoba.....	40.8	40.9	41.9	118.6	117.2	101.9
Saskatchewan.....	40.9	40.3	41.6	123.0	121.0	106.8
Alberta.....	40.1	40.6	40.7	122.2	120.8	105.6
British Columbia.....	37.7	37.6	39.0	148.6	145.2	127.0
Montreal.....	42.3	42.5	43.1	113.9	112.4	99.5
Toronto.....	41.0	40.5	41.4	128.1	126.8	109.8
Hamilton.....	39.6	39.4	40.7	142.2	140.6	123.5
Windsor.....	38.2	38.5	40.5	144.3	143.4	133.4
Winnipeg.....	40.3	40.6	41.7	117.3	116.2	101.1
Vancouver.....	37.4	37.0	38.6	147.4	144.6	126.1

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1951	Sept. 1 1951	Oct. 1 1950	Oct. 1 1951	Sept. 1 1951	Oct. 1 1950	Oct. 1 1951	Sept. 1 1951	Oct. 1 1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	43-9	42-2	43-1	138-3	137-1	123-1	60-71	57-86	53-06
Metal mining.....	44-2	42-5	44-5	141-0	140-4	124-6	62-32	59-67	55-45
Gold.....	46-4	44-9	.....	125-6	124-6	.....	58-28	55-95	.....
Other metal.....	42-6	40-8	.....	153-2	152-3	.....	65-26	62-10	.....
Fuels.....	41-8	39-7	.....	141-6	140-8	.....	59-19	55-90	.....
Coal.....	41-2	39-1	39-1	138-5	138-7	128-9	57-06	54-23	50-40
Oil and natural gas.....	44-0	42-1	.....	152-8	148-2	.....	67-23	62-39	.....
Non-metal.....	47-5	46-8	.....	120-6	117-8	.....	57-29	55-13	.....
Manufacturing	41-9	41-5	42-9	121-8	120-6	105-3	51-03	50-05	45-17
Food and beverages.....	42-8	41-8	42-8	99-7	100-8	88-2	42-67	42-13	37-75
Meat products.....	40-2	40-5	41-6	133-5	132-9	111-4	53-67	53-82	46-34
Canned and preserved fruits and vegetables.....	43-6	36-7	42-8	81-1	83-5	73-9	36-23	30-64	31-63
Grain mill products.....	45-9	45-4	46-7	115-5	115-7	99-7	53-01	52-53	46-56
Bread and other bakery products.....	44-3	44-9	44-5	93-7	92-2	83-2	41-51	41-40	37-02
Distilled and malt liquors.....	41-7	42-3	42-4	122-5	122-3	109-2	51-08	51-73	46-30
Tobacco and tobacco products.....	35-7	44-0	41-5	118-7	112-2	100-5	42-38	49-37	41-71
Rubber products.....	41-1	40-6	41-5	128-1	127-7	110-8	52-65	51-85	45-98
Leather products.....	38-5	38-2	40-4	87-1	86-3	80-4	33-53	32-97	32-48
Boots and shoes (except rubber).....	37-9	38-0	39-6	83-5	83-2	78-2	31-65	31-65	30-97
Textile products (except clothing).....	40-5	39-5	44-0	100-1	99-0	87-1	40-54	39-11	38-32
Cotton yarn and broad woven goods.....	37-8	35-4	42-9	101-6	101-3	88-9	38-40	35-86	38-14
Woolen goods.....	42-9	41-7	43-9	94-4	93-2	84-0	40-50	38-86	36-88
Rayon, nylon and silk textiles.....	43-2	43-4	46-0	103-1	101-8	87-6	41-54	44-18	40-30
Clothing (textile and fur).....	37-8	37-3	39-5	88-6	87-7	80-8	33-49	32-71	31-92
Men's clothing.....	36-0	36-0	39-2	85-5	84-7	79-2	30-78	30-49	31-05
Women's clothing.....	36-5	36-2	36-8	91-9	90-9	84-8	33-54	32-91	31-21
Knit goods.....	40-6	39-7	41-3	89-1	87-9	78-6	36-17	34-90	32-46
*Wood products.....	42-2	41-3	42-6	110-8	108-8	98-4	46-76	44-93	41-92
Saw and planing mills.....	41-8	40-4	42-2	118-3	116-5	104-1	49-45	47-07	43-93
Furniture.....	42-5	42-3	43-6	100-9	98-3	91-0	42-88	41-58	39-68
Other wood products.....	44-2	43-7	43-3	93-0	91-2	85-1	41-11	39-85	36-85
Paper products.....	47-2	47-3	47-6	136-8	135-0	113-3	64-57	63-86	53-93
Pulp and paper mills.....	48-7	48-8	49-0	146-2	143-8	120-8	71-20	70-17	59-19
Other paper products.....	42-8	42-7	44-1	105-3	104-4	92-0	45-07	44-58	40-57
Printing, publishing and allied industries.....	40-5	40-1	40-8	135-3	133-9	123-9	54-80	53-69	50-55
*Iron and Steel products.....	42-2	41-8	43-0	137-0	134-8	117-7	57-81	56-35	50-61
Agricultural implements.....	38-7	40-8	39-1	153-9	150-4	124-1	59-66	61-36	48-52
Fabricated and structural steel.....	43-7	42-2	44-5	140-6	137-5	122-1	61-44	58-03	54-33
Hardware and tools.....	43-0	42-4	43-2	122-4	121-0	104-6	52-63	51-30	45-19
Heating and cooking appliances.....	40-8	40-3	43-9	120-8	120-3	108-9	49-29	48-48	47-81
Iron castings.....	43-5	42-6	44-6	134-7	132-4	120-6	58-59	56-40	53-79
Machinery mfg.....	44-2	43-1	44-1	129-1	127-5	111-7	57-06	54-95	49-26
Primary iron and steel.....	40-8	40-7	41-9	150-2	147-1	128-8	61-28	59-87	53-97
Sheet metal products.....	41-9	41-6	42-9	130-5	126-1	109-8	54-68	52-46	47-10
Transportation equipment.....	41-4	41-5	42-8	140-2	137-7	123-9	58-04	57-15	53-03
Aircraft and parts.....	46-5	47-8	47-8	135-3	135-5	118-7	62-91	64-77	56-74
Motor vehicles.....	39-3	39-2	40-7	151-3	148-1	139-8	59-46	58-06	56-90
Motor vehicle parts and accessories.....	41-8	39-7	43-3	143-2	138-4	124-4	59-86	54-94	53-87
Railroad and rolling stock equipment.....	39-8	40-8	43-1	141-3	137-4	116-7	56-24	56-06	50-30
Shipbuilding and repairing.....	42-7	42-8	42-4	128-2	128-0	113-8	54-74	54-78	48-25
*Non-ferrous metal products.....	42-2	42-1	43-4	135-7	134-0	113-5	57-27	56-41	49-26
Aluminum products.....	41-9	43-1	43-0	123-6	123-3	102-0	51-79	53-14	48-86
Brass and copper products.....	43-2	42-4	43-7	126-5	123-5	110-1	54-65	52-36	48-11
Smelting and refining.....	42-1	42-2	43-8	150-5	148-6	123-8	63-36	62-71	54-22
*Electrical apparatus and supplies.....	41-1	40-8	41-7	132-7	131-7	116-5	54-54	53-73	48-58
Heavy electrical machinery and equipment.....	41-0	41-0	41-0	152-6	152-2	132-3	62-87	62-40	54-24
*Non-metallic mineral products.....	44-8	44-1	45-4	121-5	120-1	104-4	54-43	52-96	47-40
Clay products.....	45-5	44-5	45-9	113-2	112-0	101-2	51-51	49-84	45-54
Glass and glass products.....	44-8	43-6	45-0	116-2	115-1	100-5	52-06	50-18	46-13
Products of petroleum and coal.....	41-9	41-1	41-4	163-4	159-7	133-7	68-46	65-64	55-35
Chemical products.....	42-7	42-6	43-5	123-5	122-3	106-0	52-73	52-10	46-11
Medicinal and pharmaceutical preparations.....	41-3	41-1	41-1	99-4	97-8	89-3	41-05	40-20	36-70
Acids, alkalis and salts.....	43-7	43-9	45-2	139-6	137-4	119-4	61-01	60-32	53-97
Miscellaneous manufacturing industries.....	41-6	41-1	42-1	99-2	98-0	89-7	41-27	40-28	37-76
Durable goods.....	41-8	41-4	42-0	132-1	130-0	114-3	55-48	54-21	49-15
Non-durable goods.....	42-4	41-7	41-0	122-3	120-3	107-2	51-86	50-17	43-95
Construction.....	41-6	40-9	40-6	133-8	131-0	115-8	55-66	53-58	47-01
Buildings and structures.....	43-6	43-0	41-9	96-9	96-4	88-3	42-25	41-45	37-00
Highways, bridges and street construction.....	45-8	45-5	.....	119-8	119-2	.....	54-87	54-24	.....
Electric and motor transportation.....	42-5	42-7	42-5	70-9	68-3	66-6	30-13	29-16	28-31
Service.....	43-5	44-0	43-4	70-4	69-6	65-3	30-62	29-44	28-34
Hotels and restaurants.....	41-0	40-5	41-3	68-4	67-7	66-0	28-04	27-42	27-26
Laundries, dyeing, pressing and cleaning.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
Oct. 1, 1950.....	42.9	105.3	45.17	151.2	133.1	109.5
Nov. 1, 1950.....	43.0	106.4	45.75	153.2	133.1	110.9
Dec. 1, 1950.....	43.1	107.8	46.46	155.5	138.4	112.4
Jan. 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
Feb. 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
Mar. 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
Apr. 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	145.4	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.3	49.33	165.1	151.8	108.7
Aug. 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
Sept. 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
Oct. 1, 1951.....	41.9	121.8	51.03	170.8	154.0	110.9

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours, \$47.60.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
Dec. 1, 1945.....	66,008	26,865	92,873	141,673	38,038	179,711
Dec. 1, 1946.....	68,818	38,707	107,525	110,465	29,003	139,468
Dec. 1, 1947.....	35,947	22,325	58,272	82,990	33,584	116,574
Dec. 1, 1948.....	17,841	16,808	34,649	102,638	36,185	140,279
Dec. 1, 1949.....	10,400	12,085	22,485	164,345	56,439	220,784
Dec. 1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
Jan. 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
Feb. 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
Mar. 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
Apr. 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
Aug. 1, 1951.....	39,951	14,570	54,521	80,456	49,111	129,967
Sept. 1, 1951.....	43,519	15,966	59,485	79,619	47,509	127,128
Oct. 1, 1951.....	52,438	16,170	68,608	79,975	51,003	130,978
Nov. 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
Dec. 1, 1951 ⁽¹⁾	29,933	9,094	39,027	138,946	69,050	207,996

(¹) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
NOVEMBER 1, 1951**

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From	
				Sept. 27 1951	Nov. 2 1950
Agriculture, fishing, trapping	925	200	1,125	- 1,736	+ 29
Logging	24,965	10	24,975	+ 3,230	+ 3,627
Pulpwood.....	21,788	7	21,795	+ 2,449	+ 3,680
Lumber.....	3,065	2	3,067	+ 765	- 62
Other logging.....	112	1	113	+ 16	+ 9
Mining	1,456	26	1,482	- 775	+ 617
Coal.....	558	1	559	+ 6	+ 376
Metallic ores—					
Iron.....	120	4	124	- 176	+ 84
Gold.....	413	5	418	- 178	+ 255
Nickel.....	162	2	164	- 289	- 184
Other metallic ores and non-metallic minerals.....	123	4	127	- 120	+ 55
Prospecting and oil producing.....	80	10	90	- 18	+ 31
Manufacturing	5,695	1,760	7,455	- 4,042	- 1,388
Food and kindred products.....	538	293	831	- 477	+ 133
Textiles, apparel, etc.....	231	800	1,031	- 1,472	- 1,351
Lumber and finished lumber products.....	1,010	36	1,046	- 268	+ 199
Pulp and paper products and printing.....	481	136	617	- 199	+ 40
Chemicals and allied products.....	168	62	230	- 162	- 141
Products of petroleum and coal.....	15	2	17	.....	- 5
Rubber products.....	29	9	38	- 16	- 73
Leather and products.....	79	79	158	- 93	- 219
Stone, clay and glass products.....	82	22	104	- 93	- 68
Iron and steel and products.....	1,038	46	1,084	+ 9	+ 377
Non-ferrous metals and products.....	264	60	324	- 332	- 54
Machinery.....	605	38	643	- 315	+ 141
Electrical equipment and products.....	193	54	247	- 78	- 178
Transportation equipment and other manufacturing.....	962	123	1,085	- 546	- 189
Construction	4,357	49	4,406	- 3,085	+ 424
Transportation and Storage	1,294	85	1,379	- 850	- 236
Communications, and Other Public Utilities	229	205	434	- 340	- 103
Trade	2,112	1,914	4,026	- 1,950	- 774
Wholesale.....	663	285	948	- 628	- 356
Retail.....	1,449	1,629	3,078	- 1,352	- 418
Finance, Insurance, Real Estate	790	490	1,280	- 321	- 443
Service	2,995	6,131	9,126	- 3,046	- 295
Public.....	1,264	427	1,691	+ 156	- 141
Domestic.....	64	2,815	2,879	- 742	- 267
Personal.....	974	2,626	3,600	- 2,107	+ 194
Other service.....	693	263	956	- 353	- 81
All Industries	44,818	10,870	55,688	-12,945	+ 1,458

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATIONS AND BY SEX, NOVEMBER 1, 1951

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,176	567	1,743	3,158	877	4,035
Clerical workers.....	1,842	2,436	4,278	5,332	12,896	18,228
Sales workers.....	1,403	1,133	2,536	2,754	6,990	9,744
Personal and domestic service workers.....	800	5,012	5,812	9,947	10,859	20,806
Seamen.....	25	.....	25	721	8	729
Agriculture and fishing.....	873	1	874	850	254	1,104
Skilled and semiskilled workers.....	33,864	1,115	34,979	34,636	16,343	50,979
Food and kindred products.....	52	28	80	675	444	1,119
Textiles, clothing, etc.....	106	783	889	2,836	10,179	13,015
Lumber and wood products.....	25,506	1	25,507	2,538	129	2,667
Pulp, paper and printing.....	60	20	80	463	357	820
Leather and products.....	43	43	86	952	1,131	2,083
Stone, clay and glass products.....	29	1	30	103	31	134
Metalworking.....	2,209	9	2,218	4,150	605	4,755
Electrical.....	135	5	140	666	720	1,386
Transportation equipment, n.e.c.....	113	6	119	550	128	678
Mining.....	811	.....	811	393	.....	393
Construction.....	1,835	.....	1,835	8,609	5	8,614
Transportation (except seamen).....	1,107	16	1,123	4,594	31	4,625
Communications and public utility.....	77	.....	77	140	1	141
Trade and service.....	159	120	279	1,208	1,013	2,221
Other skilled and semiskilled.....	1,388	71	1,459	4,782	1,307	6,089
Foremen.....	53	.....	53	710	196	906
Apprentices.....	181	12	193	1,267	66	1,333
Unskilled workers.....	4,837	604	5,441	37,093	12,790	49,883
Food and tobacco.....	87	220	307	870	1,836	2,706
Lumber and lumber products.....	307	3	310	1,763	242	2,005
Metalworking.....	38	14	52	1,845	495	2,340
Construction.....	1,644	.....	1,644	4,955	1	4,956
Other unskilled workers.....	2,761	367	3,128	27,660	10,216	37,876
Total.....	44,820	10,868	55,688	94,491	61,017	155,508

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF OCTOBER, 1951

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	1,388	1,287	1,170
Logging.....	2,989	1,347	1,087
Mining.....	474	489	351
Manufacturing.....	4,569	4,842	3,510
Food and kindred products.....	775	834	588
Textiles, apparel, etc.....	645	780	552
Lumber and finished lumber products.....	751	762	642
Pulp and paper products and printing.....	377	351	242
Chemicals and allied products.....	206	239	167
Products of petroleum and coal.....	23	25	18
Rubber products.....	48	50	36
Leather and products.....	129	133	89
Stone, clay and glass products.....	121	140	101
Iron and steel and products.....	356	340	253
Non-ferrous metals and products.....	191	175	125
Machinery.....	300	319	203
Electrical equipment and products.....	152	165	100
Transportation equipment and other manufacturing.....	495	529	394
Construction.....	4,731	4,829	3,836
Transportation and storage.....	1,290	1,334	1,042
Communications, and other public utilities.....	224	273	193
Trade.....	3,097	3,646	2,350
Finance, insurance, real estate.....	384	497	250
Service.....	6,228	6,239	4,522
All Industries.....	25,374	24,783	18,311

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 28 TO NOVEMBER 1, 1951: UNPLACED APPLICANTS AS AT NOVEMBER 22, 1951

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Nov. 22 1951
					Regular	Casual		
Newfoundland	513	525	2,024	414	247	54	2,707	2,822
Corner Brook.....		291	100				202	222
Grand Falls.....	3		79	3			122	158
St. John's.....	510	234	1,845	411	246	52	2,383	2,442
Prince Edward Island	977	194	975	803	752	155	709	985
Charlottetown.....	493	160	521	442	267	100	490	634
Summerside.....	484	34	454	361	485	55	219	351
Nova Scotia	4,097	1,881	7,676	4,235	2,294	570	8,007	9,172
Amherst.....	118	4	270	126	103	17	239	331
Bridgewater.....	79	30	263	113	16	35	290	372
Halifax.....	2,435	1,477	2,832	2,026	1,116	324	2,682	2,983
Inverness.....	23	15	95	19	15	3	159	220
Kentville.....	210	126	257	90	126	1	417	507
Liverpool.....	37	5	131	54	37	3	117	161
New Glasgow.....	439	104	1,223	601	342	56	1,080	1,119
Springhill.....	14	1	129	17	7		158	205
Sydney.....	640	78	1,619	982	470	124	1,890	1,981
Truro.....	81	37	388	108	45	5	293	496
Yarmouth-Shelburne.....	21	4	469	99	17	2	582	797
New Brunswick	3,556	1,528	6,117	3,522	2,298	494	5,561	6,815
Bathurst.....	33	69	179	45	12	10	252	340
Campbellton.....	172	313	270	169	101	31	245	365
Edmundston.....	337	111	369	294	191	19	152	236
Fredericton.....	314	173	473	333	225	58	266	380
Minto.....	99	108	175	124	101		211	233
Moncton.....	1,199	381	2,115	1,277	671	245	1,765	2,165
Newcastle.....	150	67	193	82	62		206	322
Saint John.....	949	166	1,926	975	779	123	2,062	2,233
St. Stephen.....	94	25	162	80	46	6	197	235
Sussex.....	72	26	126	73	49	1	93	138
Woodstock.....	137	89	129	70	61	1	112	168
Quebec	37,171	21,607	51,905	31,623	20,313	2,010	43,903	52,719
Asbestos.....	122	69	262	112	65	19	241	280
Beauharnois.....	60	21	222	87	33	3	303	398
Buckingham.....	121	42	217	111	88	3	184	283
Causapsal.....	41	96	67	22	16		86	106
Chandler.....	378	297	290	225	122	38	87	168
Chicoutimi.....	2,117	1,767	691	531	285	12	236	298
Dolbeau.....	143	618	104	75	19	1	56	55
Drummondville.....	200	27	798	223	126	7	1,175	1,358
Farnham.....	42	9	259	62	49	1	376	440
Gaspé.....	553	813	38	19	15		42	83
Granby.....	122	11	680	158	102	14	1,016	1,218
Hull.....	511	294	877	516	292	8	785	998
Joliette.....	480	211	797	386	222	14	661	811
Jonquière.....	744	200	887	323	489	4	314	459
Lachute.....	102	22	205	98	74	3	199	310
La Malbaie.....	66	41	155	56	16	8	181	271
La Tuque.....	1,155	1,967	646	164	231	8	204	222
Levis.....	493	126	820	410	363	4	673	802
Matane.....	258	696	175	111	53	83	96	128
Megantic.....	435	165	354	242	213	5	118	201
Mont-Laurier.....	115	349	84	88	54		68	92
Montmagny.....	61	147	262	407	376	9	304	304
Montreal.....	14,792	3,573	23,630	14,882	9,780	1,113	18,697	21,667
New Richmond.....	248	98	492	510	412		76	107
Port Alfred.....	172	30	123	89	88		78	102
Quebec.....	3,052	1,914	5,012	3,266	1,268	217	5,100	6,123
Rimouski.....	2,100	2,126	320	237	199	1	239	317
Rivière du Loup.....	359	222	344	172	120	2	306	390
Roberval.....	52	363	148	170	98		75	63
Rouyn.....	488	775	738	653	331	55	351	423
Ste. Agathe.....	326	100	239	192	128	9	120	163
Ste. Anne de Bellevue.....	165	18	293	165	139	8	181	218
Ste. Therese.....	184	23	422	200	148	6	263	387
St. Georges de Beauce.....	556	502	711	489	269	6	485	689
St. Hyacinthe.....	385	124	551	221	297	11	775	939
St. Jean.....	509	138	1,057	571	316	8	619	753
St. Jerome.....	256	23	767	297	204	17	743	1,276
St. Joseph d'Alma.....	1,244	399	816	724	1,064	1	243	237
Shawinigan Falls.....	739	1,103	1,512	375	169	3	1,628	1,733
Sherbrooke.....	1,031	318	1,724	1,041	533	189	1,462	1,783
Sorel.....	198	572	307	165	124		358	549
Thetford Mines.....	188	78	396	264	151	8	376	526

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 28 TO NOVEMBER 1, 1951; UNPLACED APPLICANTS AS AT NOVEMBER 22, 1951—Continued

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Nov. 22 1951
					Regular	Casual		
Quebec—Concluded								
Three Rivers.....	703	237	1,637	1,040	396	90	1,862	2,422
Val d'Or.....	605	691	546	406	350	5	241	279
Valleyfield.....	332	113	731	409	328	7	1,311	1,037
Victoriaville.....	168	79	609	159	98	9	809	950
Ontario.....	43,143	22,287	76,278	43,856	26,635	5,711	55,304	70,962
Arnprior.....	77	568	150	111	144	.....	49	100
Barrie.....	690	169	763	723	548	27	313	362
Belleville.....	350	56	611	481	203	59	373	452
Bracebridge.....	167	110	215	120	96	.....	176	256
Brampton.....	162	45	239	161	140	.....	142	197
Brantford.....	642	93	1,751	679	480	85	1,497	1,841
Brockville.....	168	22	271	239	127	20	134	180
Carleton Place.....	33	9	164	50	42	.....	188	196
Chatham.....	605	213	918	614	251	140	713	966
Cobourg.....	205	10	315	236	180	22	231	316
Collingwood.....	163	17	281	182	125	31	332	385
Cornwall.....	467	80	1,168	506	358	49	870	906
Fort Erie.....	66	51	110	44	27	.....	117	171
Fort Frances.....	132	.....	207	180	153	4	91	124
Fort William.....	1,223	927	1,030	903	702	54	354	536
Galt.....	215	107	700	179	148	13	762	1,026
Gananoque.....	55	5	140	77	26	25	100	163
Goderich.....	157	83	113	102	66	5	63	113
Guelph.....	227	90	718	161	104	5	737	827
Hamilton.....	2,329	556	7,057	2,838	1,191	797	5,944	6,695
Hawkesbury.....	78	162	145	54	33	1	139	271
Ingersoll.....	124	36	228	136	97	6	186	230
Kapuskasing.....	463	1,030	315	348	274	.....	86	99
Kenora.....	72	62	129	61	50	.....	114	223
Kingston.....	843	181	1,154	1,036	629	71	519	658
Kirkland Lake.....	576	310	414	384	248	32	217	292
Kitchener-Waterloo.....	553	156	1,279	821	438	74	1,020	1,464
Leamington.....	159	15	620	225	85	21	473	680
Lindsay.....	124	38	269	123	73	14	223	321
Listowel.....	46	24	108	50	32	.....	94	128
London.....	2,611	1,249	3,578	2,127	1,069	395	1,827	2,772
Midland.....	184	40	288	199	132	16	188	285
Napanee.....	71	45	107	75	47	.....	85	140
New Toronto.....	615	47	1,390	669	521	28	1,009	1,310
Niagara Falls.....	543	68	1,311	650	428	34	779	904
North Bay.....	963	365	1,287	1,255	640	175	273	358
Orillia.....	242	36	405	280	186	47	305	379
Oshawa.....	610	107	1,665	701	407	116	1,638	3,815
Ottawa.....	2,436	997	2,664	2,352	1,129	404	1,557	1,844
Owen Sound.....	341	55	618	462	197	117	538	680
Parry Sound.....	65	9	71	53	50	.....	23	40
Pembroke.....	452	923	603	419	306	13	242	309
Perth.....	121	71	109	77	49	10	94	153
Peterborough.....	374	55	1,013	430	264	52	954	1,200
Pictou.....	45	5	108	54	35	8	71	134
Port Arthur.....	1,212	5,408	1,544	1,314	1,569	24	351	529
Port Colborne.....	95	32	240	112	70	10	257	301
Prescott.....	351	136	364	249	238	.....	291	373
Renfrew.....	145	9	278	139	115	16	241	276
St. Catharines.....	914	120	1,637	943	607	180	1,184	1,750
St. Thomas.....	336	98	607	492	203	45	440	494
Sarnia.....	498	97	752	689	363	75	592	747
Sault Ste. Marie.....	928	625	715	626	621	52	382	448
Simcoe.....	230	55	387	270	182	.....	261	295
Sioux-Lookout.....	146	44	144	131	83	8	49	162
Smiths Falls.....	92	22	181	88	58	9	139	192
Stratford.....	269	54	413	274	133	63	316	392
Sturgeon Falls.....	212	17	309	217	178	19	144	218
Sudbury.....	1,583	751	1,516	1,169	923	164	469	600
Timmins.....	911	608	1,081	905	568	53	537	530
Toronto.....	11,868	4,406	21,092	11,470	6,569	1,568	15,707	20,634
Trenton.....	232	19	478	298	222	7	225	403
Walkerton.....	90	19	146	144	80	.....	124	194
Wallaceburg.....	170	4	402	167	84	74	329	566
Welland.....	371	59	1,040	422	293	47	950	1,146
Weston.....	393	203	568	272	192	1	396	494
Windsor.....	1,027	73	5,180	1,511	606	250	5,889	5,506
Woodstock.....	226	74	405	237	148	70	191	311

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 27 TO NOVEMBER 1, 1951: UNPLACED APPLICANTS AS AT NOVEMBER 22, 1951—Concluded

(SOURCE: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Nov. 22 1951
					Regular	Casual		
Manitoba	7,427	2,690	12,629	8,188	3,735	1,915	8,410	11,576
Brandon.....	885	289	845	749	540	31	381	530
Dauphin.....	236	121	202	86	92	4	136	258
Flin Flon.....	143	47	195	135	131	6	113	134
Portage la Prairie.....	326	81	312	275	214	5	182	314
The Pas.....	59	401	70	49	52	3	38	57
Winnipeg.....	5,778	1,751	11,005	6,894	2,706	1,866	7,560	10,283
Saskatchewan	6,184	1,557	8,202	6,011	4,011	961	3,422	4,670
Estevan.....	153	20	190	208	135	2	79	103
Moose Jaw.....	982	249	1,221	903	668	93	415	516
North Battleford.....	233	78	238	170	148	.....	143	229
Prince Albert.....	473	54	805	510	306	60	476	619
Regina.....	2,087	305	2,773	2,049	1,358	404	758	1,050
Saskatoon.....	1,646	425	2,178	1,623	864	289	1,156	1,456
Swift Current.....	181	113	233	205	155	2	111	190
*Teachers' Office.....	12	202	8	19	6	.....	4	7
Weyburn.....	155	48	147	99	99	13	50	115
Yorkton.....	202	63	409	226	272	38	230	385
Alberta	11,474	2,880	14,618	11,676	7,200	1,622	6,467	8,033
Blairmore.....	113	248	181	95	100	.....	150	175
Calgary.....	3,790	603	5,766	4,331	2,374	656	2,841	3,298
Drumheller.....	159	24	202	167	159	.....	98	120
Edmonton.....	5,392	1,137	6,282	5,636	3,356	924	2,307	3,240
Edson.....	336	142	305	274	254	.....	55	76
Lethbridge.....	1,062	453	1,168	655	511	37	611	598
Medicine Hat.....	227	83	430	311	170	.....	266	354
Red Deer.....	269	72	279	206	196	5	134	164
Yellowknife.....	116	118	5	1	80	.....	5	8
British Columbia	12,329	2,168	27,265	13,589	8,761	1,819	22,866	28,856
Chilliwack.....	303	25	618	379	210	69	569	698
Courtenay.....	396	134	276	274	277	8	134	199
Cranbrook.....	78	21	134	100	95	.....	112	159
Dawson Creek.....	209	41	224	206	208	.....	14	43
Duncan.....	371	29	339	318	306	10	343	330
Kamloops.....	247	63	287	232	271	.....	124	190
Kelowna.....	137	9	396	154	114	6	311	654
Nanaimo.....	301	27	506	333	180	88	406	498
Nelson.....	250	64	291	285	231	5	76	172
New Westminster.....	698	64	3,014	830	529	134	3,196	4,232
Penticton.....	330	7	422	372	279	47	185	351
Port Alberni.....	311	28	397	305	200	21	208	232
Prince George.....	1,044	160	1,322	1,099	933	31	266	536
Prince Rupert.....	404	59	591	444	345	.....	368	537
Princeton.....	117	30	113	109	80	3	20	32
Trail.....	220	60	370	277	139	15	212	279
Vancouver.....	5,578	966	15,060	6,389	3,440	1,255	13,995	16,816
Vernon.....	218	42	378	189	144	13	226	411
Victoria.....	889	263	2,352	1,157	630	114	2,053	2,416
Whitehorse.....	228	76	175	137	150	.....	48	71
Canada	126,871	57,317	207,689	123,917	76,246	15,311	157,356	196,610
Males.....	93,303	45,452	141,764	86,112	58,036	8,842	95,582	127,422
Females.....	33,568	11,865	65,925	37,805	18,210	6,469	61,774	69,188

* Statistics for the Province of Saskatchewan.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(Source: Form UIC 751)

1941-1951

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.... (44 weeks).....	1,238,599	516,147	1,754,746	566,351	223,491	789,842

E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID,
AND AMOUNT PAID**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of October, 1951		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	748	412	17,262	44,922
Prince Edward Island.....	228	108	5,544	12,338
Nova Scotia.....	4,024	2,416	79,992	207,383
New Brunswick.....	2,610	1,459	53,545	134,841
Quebec.....	24,025	13,667	506,139	1,179,275
Ontario.....	25,728	18,390	570,348	1,453,950
Manitoba.....	3,546	1,802	77,039	184,118
Saskatchewan.....	962	401	20,849	48,996
Alberta.....	1,972	1,202	40,438	103,010
British Columbia.....	8,424	6,245	196,016	533,021
Total, Canada, October, 1951.....	72,267	46,102	1,567,172	3,901,854
Total, Canada, September, 1951.....	64,256	38,181	1,378,344	3,456,965
Total, Canada, October, 1950.....	65,682	33,772	1,540,670	3,570,904

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF OCTOBER 31, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	1,270	358	76	183	290	153	210
Male.....	1,176	344	74	169	268	141	180
Female.....	94	14	2	14	22	12	30
Prince Edward Island.....	357	112	44	40	64	26	71
Male.....	242	77	35	33	34	14	49
Female.....	115	35	9	7	30	12	22
Nova Scotia.....	5,692	1,331	618	1,030	973	708	1,032
Male.....	4,668	1,112	512	866	771	574	833
Female.....	1,024	219	106	164	202	134	199
New Brunswick.....	4,823	1,389	541	899	726	389	879
Male.....	3,487	1,057	398	621	523	267	621
Female.....	1,336	332	143	278	203	122	258
Quebec.....	44,078	12,160	6,016	7,159	8,104	4,165	6,474
Male.....	24,518	7,190	3,266	4,129	4,351	2,216	3,366
Female.....	19,560	4,970	2,750	3,030	3,753	1,949	3,108
Ontario.....	46,327	16,788	5,628	7,386	7,434	3,375	5,716
Male.....	28,356	11,235	3,434	4,667	4,105	1,716	3,199
Female.....	17,971	5,553	2,194	2,719	3,329	1,659	2,517
Manitoba.....	5,432	1,900	469	725	879	422	1,037
Male.....	2,886	1,142	239	338	382	172	613
Female.....	2,546	758	230	387	497	250	424
Saskatchewan.....	1,483	525	125	165	213	151	304
Male.....	874	367	70	88	97	67	135
Female.....	609	158	55	77	116	84	119
Alberta.....	4,357	2,588	271	369	367	211	551
Male.....	3,220	2,163	171	214	196	116	360
Female.....	1,137	425	100	155	171	95	191
British Columbia.....	14,554	5,040	1,650	2,212	2,380	1,099	2,173
Male.....	10,375	3,678	1,209	1,527	1,620	806	1,535
Female.....	4,179	1,362	441	685	760	293	638
TOTAL.....	128,373	42,191	15,438	20,168	21,430	10,699	18,447
MALE.....	79,802	28,365	9,408	12,652	12,347	6,089	10,941
FEMALE.....	48,571	13,826	6,030	7,516	9,083	4,610	7,506

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, OCTOBER, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	676	590	86	595	387	208	292
Prince Edward Island.....	244	162	82	214	166	48	67
Nova Scotia.....	3,481	2,262	1,219	3,753	2,841	912	752
New Brunswick.....	2,666	1,712	954	2,498	1,994	504	597
Quebec.....	25,939	16,704	9,235	23,856	18,935	4,921	6,732
Ontario.....	31,676	20,370	11,306	29,972	24,223	5,749	17,499
Manitoba.....	3,439	2,210	1,229	3,175	2,370	805	744
Saskatchewan.....	1,031	715	316	792	579	213	344
Alberta.....	2,719	1,825	894	2,365	1,917	448	923
British Columbia.....	11,031	6,554	4,477	10,138	7,760	2,378	3,140
Total, Canada, October, 1951.....	82,902 ¹	53,104	29,798	77,358 ²	61,172	16,186	21,090
Total, Canada, September, 1951.....	57,926	34,851	23,075	58,012	45,071	12,941	14,533
Total, Canada, October, 1950.....	62,243	36,512	25,731	56,790	44,320	12,470	15,926

¹ In addition, revised claims received numbered 9,004.

² In addition, 8,772 revised claims were disposed of. Of these, 633 were special requests not granted, and 814 were appeals by claimants. There were 1,168 revised claims pending at the end of the month.

TABLE E-4.—CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of October, 1951	Month of October, 1950 ²	Cumulative Total for Current Fiscal Year
Claims Disallowed.....	6,653	5,567	20,508
Claimants Disqualified ¹ —			
Not unemployed.....	3,499	1,783	16,492
Not capable of and not available for work.....	1,044	1,305	4,055
Loss of work due to a labour dispute.....	375	179	892
Refused offer of work and neglected opportunity to work.....	859	1,403	3,885
Discharged for misconduct.....	561	514	1,940
Voluntarily left employment without just cause.....	3,880	3,865	13,273
Other reasons ³	2,264	773	7,195
Total.....	19,135	15,389	68,240

¹ Includes 2,949 revised claims, disqualified.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (REVISED¹)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month	Total	Employed	Claimants ²
1950—March.....	2,556,000	2,269,800	286,200
June.....	2,636,000	2,489,500	146,500
September.....	2,700,000	2,601,100	98,900
December.....	2,797,000	2,672,200	124,800
1951—January.....	2,811,000	2,620,900	190,100 ³
February.....	2,817,000	2,569,400	247,600 ³
March.....	2,812,000	2,568,200	243,800 ³
April.....	2,814,000	2,557,500	226,500 ³
May.....	2,758,000	2,621,200	136,800
June.....	2,776,000	2,687,100	88,900
July.....	2,823,000	2,736,500	86,500
August.....	2,832,000	2,748,100	83,900
September.....	2,840,000	2,759,100	80,900

¹ The greatest difference between the revised monthly estimates and those of the previous series is 4 per cent.

² Ordinary claimants on the live unemployment register on the last working day of the preceding month.

³ Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO OCTOBER 31, 1951

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		
	Employer and Employee	Government				Ordinary	Supplementary	Total
	\$	\$	\$	\$	\$	\$	Balance in Fund	
1942.....	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93	
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19	
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86	
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34	
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64	
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	447,734,939 21	
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	529,535,437 38	
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	582,646,972 52	
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	664,580,376 79	
April.....	12,766,464 04	2,554,175 40	2,940 50	1,395,726 42	16,719,306 36	7,835,188 13	672,760,902 75	
May.....	12,813,439 84	2,565,469 04	2,920 00	1,473,147 56	16,854,976 44	5,655,192 59	683,943,195 97	
June.....	11,676,138 56	2,335,280 26	3,865 86	1,441,346 24	15,456,630 92	3,509,335 48	695,885,268 91	
July.....	12,160,180 78	2,429,023 02	2,310 18	1,636,114 72	16,227,628 70	3,423,587 51	708,689,032 60	
August.....	116,250,200 38	3,250,330 55	1,526 29	1,444,871 98	20,946,929 20	3,669,971 60	725,965,021 50	
September.....	12,571,402 73	2,514,429 84	1,669 80	1,550,536 36	16,638,088 73	3,453,730 53	739,147,589 20	
October.....	*12,209,022 36	2,443,216 70	5,250 00	1,601,462 43	16,258,951 49	3,896,155 78	751,510,916 46	
Sub-Total.....	90,446,848 69	18,091,924 81	20,482 63	10,543,205 61	119,102,461 84	31,443,161 62	751,510,916 46	
Total.....	863,977,429 41	174,594,881 57	96,679 12	88,163,849 42	1,126,832,839 52	366,844,657 08	751,510,916 46	

*Stamps \$5,366,611.86. Meter \$1,416,193.20. Bulk \$5,284,894.54. Arm. Serv. \$138,137.28. Sp. Force \$3,180.48. Total \$12,209,022.36.

† Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,793,425.60.

‡ Includes prepayment by P.O. of \$4,000,000.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6	
1929.....		121.7	134.7	119.7	112.6	134.8	105.0	
1933.....		94.4	84.9	88.6	102.5	93.3	98.2	
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	148.8
1948.....	53.8	155.0	185.5	120.7	124.8	174.4	162.6	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	184.8
1949								
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	183.3
March.....	57.9	150.2	199.1	121.7	131.0	182.7	167.9	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	185.0
1950								
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	195.6
1951								
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	222.7

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.
† Commodities in the cost-of-living index including rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF NOVEMBER, 1951

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Nov. 1, 1950	Oct. 1, 1951	Nov. 1, 1951						
St. John's, Nfld.(1).....		103.0	103.2	105.0	101.2	105.0	105.2	101.4	100.7
Halifax.....	159.1	178.2	179.4	243.5	124.9	144.5	228.1	184.4	135.7
Saint John.....	167.5	185.1	185.6	240.0	126.1	139.1	236.2	194.1	144.5
Montreal.....	174.8	196.4	197.4	267.0	147.4	145.2	201.2	205.6	140.1
Toronto.....	166.9	185.8	186.5	238.6	149.6	172.5	214.0	194.3	143.9
Winnipeg.....	165.3	183.1	183.0	249.4	132.9	125.8	211.6	200.7	137.8
Saskatoon.....	168.7	187.0	187.5	252.8	132.3	148.3	222.9	206.6	133.8
Edmonton.....	164.9	181.9	182.3	252.9	124.0	120.9	224.1	194.3	137.8
Vancouver.....	171.7	190.0	192.0	255.5	131.9	167.2	226.7	193.1	146.8

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base, June, 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: Aug. 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Price for Latest Month.

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Nov. 1946	Nov. 1947	Nov. 1948	Nov. 1949	Oct. 1951	Nov. 1951	Price Nov. 1951
Beef, sirloin steak.....	lb.	120.7	164.2	180.6	251.6	250.5	383.8	381.3	107.2
Beef, round steak.....	lb.	125.7	177.6	197.5	279.7	279.3	427.2	424.7	101.5
Beef, rolled rib roast, prime.....	lb.	125.5	186.1	207.0	279.6	282.2	418.1	416.3	95.9
Beef, blade roast, blade removed.....	lb.	132.7	169.2	194.3	296.9	297.5	485.1	483.9	78.4
Beef, stewing, boneless.....	lb.	136.7	173.5	204.8	328.7	335.3	562.8	561.3	76.6
Veal, front roll, boneless.....	lb.	139.3	175.7	185.8	300.6	312.4	487.8	492.4	85.5
Lamb, leg roast.....	lb.	109.9	156.7	172.9	231.3	240.5	334.0	332.3	94.9
Pork, fresh loin, centre cut.....	lb.	125.3	163.7	181.0	236.5	235.0	293.9	270.9	74.2
Pork, fresh shoulder, hock-off.....	lb.	127.0	165.4	191.6	261.4	254.6	313.2	296.9	56.4
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	162.7	194.4	233.3	233.9	236.4	235.6	89.1
Lard, pure, package.....	lb.	151.3	178.1	243.9	325.4	220.2	263.0	264.8	29.5
Shortening, package.....	lb.	134.7	141.0	218.1	284.7	222.9	258.3	256.9	37.2
Eggs, grade "A", Large, carton.....	doz.	156.4	179.9	195.0	243.8	223.6	264.9	256.0	80.0
Milk.....	qt.	111.0	139.4	141.3	160.5	165.1	179.8	185.3	20.2
Butter, creamery, prints.....	lb.	140.5	164.8	233.7	267.8	233.3	253.6	253.6	69.0
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	170.2	193.8	227.5	226.0	255.8	257.3	34.5
Bread, plain, white, wrapped.....	lb.	106.5	106.3	144.4	150.8	165.1	191.8	191.8	12.2
Flour, all-purpose.....	lb.	127.3	124.2	184.8	187.9	221.2	230.2	230.2	7.7
Rolled Oats, package.....	lb.	112.0	114.0	142.5	152.0	156.7	197.7	197.7	13.1
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	132.6	162.0	163.0	186.8	190.0	17.7
Tomatoes, canned, $2\frac{1}{2}$ s.....	tin	129.9	161.3	245.3	229.2	186.8	247.4	258.6	27.8
Peas, 20 oz.....	tin	117.5	130.0	148.3	150.0	147.5	163.4	164.1	21.0
Corn, Cream, choice, 20 oz.....	tin	128.3	142.5	187.6	188.5	180.5	179.3	182.9	20.2
Beans, dry.....	lb.	129.4	154.9	251.0	288.2	256.9	305.4	303.4	15.1
Onions, cooking.....	lb.	108.2	134.7	132.7	124.5	163.3	151.1	153.0	8.1
Potatoes, No. 1, table.....	10 lbs.	89.9	128.0	155.8	140.9	150.5	158.3	190.3	42.8
Prunes, bulk or in bag.....	lb.	115.8	143.0	178.1	174.6	193.9	252.9	252.9	29.1
Raisins, seedless, bulk or in bag.....	lb.	104.0	125.8	142.4	131.1	127.8	175.9	176.5	26.6
Oranges, California.....	doz.	132.5	153.9	135.8	125.3	137.3	152.1	148.9	41.1
Lemons.....	$\frac{1}{2}$ doz.	111.3	145.2	156.3	146.8	162.2	176.5	177.8	29.0
Jam, strawberry, 16 oz.....	jar	111.3	140.0	157.1	150.4	146.7	166.6	167.2	29.4
Peaches, 15 oz.....	tin	101.5	123.9	154.8	148.7	141.6	154.7	155.3	23.6
Marmalade, Orange, 16 oz.....	jar	118.3	134.0	146.5	145.8	140.7	157.7	158.4	21.6
Corn Syrup, 2 lb.....	tin	138.0	176.9	205.0	189.2	177.5	204.8	206.0	35.7
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	153.8	149.2	150.8	204.2	204.2	13.1
Sugar, yellow, in branded package.....	lb.	131.3	134.9	157.1	154.0	157.1	213.6	213.6	13.8
Coffee, medium quality, in bag.....	lb.	141.6	133.4	166.3	185.5	208.9	314.7	314.4	108.5
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	173.1	174.1	176.9	186.1	186.5	54.2

* Descriptions and Units of Sale Apply to November 1951 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast), per lb.	Fresh shoulder, hock- off, per lb.	Bacon, side, fancy sliced, rind-off, per lb.
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	121.2	.....	90.4 ^a	76.6	.....	.....	.....	85.2	80.0	85.2 ^e
P.E.I.—			a	a	a					
2—Charlottetown.....	107.5	95.0	86.8	73.5	68.0	.....	.....	70.0	57.2	.....
Nova Scotia—			a	a					c	
3—Halifax.....	112.3	105.0	95.1	79.2	80.6	.....	90.4	74.3	54.2	90.4
4—Sydney.....	117.0	104.8	93.3	82.2	81.2	.....	85.0	80.4	53.3	95.4
New Brunswick—			a							
5—Moncton.....	108.7	101.0	94.1	77.6	75.2	.....	.....	76.5	56.6	89.2
6—Saint John.....	111.6	101.3	92.7	77.6	78.2	.....	90.5	76.2	56.0	90.8
Quebec—										
7—Chicoutimi.....	130.8	124.2	.....	78.4	70.2	.....	111.0	67.4	60.0	87.3
8—Montreal.....	115.4	108.7	99.1	77.1	74.6	83.0	94.4	69.2	49.4	83.8
9—Quebec.....	111.2	106.3	89.9	70.6	68.9	88.8	94.9	59.7	49.6	80.6
10—Sherbrooke.....	109.2	107.1	94.6	74.0	73.3	85.6	91.7	70.7	52.6	83.6
11—Sorel.....	109.7	105.9	95.0	75.8	67.1	.....	.....	70.0	56.6	83.7
12—Three Rivers.....	122.7	109.9	89.5	72.0	65.5	.....	97.3	66.2	50.4	84.8
Ontario—										
13—Cornwall.....	96.0	96.0	95.8	76.2	78.7	.....	.....	69.2	52.1	86.6
14—Fort William.....	102.4	99.2	96.0 ^a	80.4 ^a	80.0 ^a	.....	95.0	74.4	.....	88.8
15—Hamilton.....	106.5	102.3	99.6 ^a	82.6 ^a	80.9 ^a	85.2	98.4	77.9	51.9	88.9
16—London.....	107.4	104.4	97.1 ^a	81.7 ^a	79.9 ^a	.....	98.2	76.1	49.9 ^d	90.3
17—North Bay.....	100.7	99.0	95.2 ^a	80.2 ^a	77.3 ^a	.....	96.0	76.7	56.6 ^d	87.2
18—Ottawa.....	108.8	104.8	99.8	84.8	79.6	.....	95.1	68.5	51.1	87.2
19—Sault Ste. Marie.....	106.6	105.4	88.7	78.4	82.5	.....	97.0	77.8	58.4 ^d	86.2
20—Sudbury.....	96.6	95.8	89.6	76.8	77.1	.....	88.0	73.0	61.0 ^d	84.8
21—Timmins.....	106.1	104.0	96.3	81.3	79.3	88.2	97.8	77.6	55.2	90.5
22—Toronto.....	105.4	101.0	101.1	82.7	78.7	87.9	93.9	77.0	49.9	87.7
23—Windsor.....	100.9	97.4	94.2 ^a	80.8 ^a	81.3 ^a	.....	92.0	76.6	52.0	84.4
Manitoba—										
24—Brandon.....	102.5	95.5	100.0	.....	73.5	.....	.....	64.2	.....	89.8
25—Winnipeg.....	101.8	95.9	99.1	77.2	76.3	81.7	93.5	66.6	59.0 ^d	87.5
Saskatchewan—										
26—Moose Jaw.....	96.9	92.9	91.7	78.1	75.5	76.7 ^a	94.2	76.6	58.9	86.8
27—Regina.....	97.2	93.2	91.8 ^a	76.4 ^a	75.7	87.2	94.6	76.1	60.8 ^d	92.5
28—Saskatoon.....	96.4	92.8	91.3 ^a	73.8 ^a	77.1	78.8	88.8	76.0	57.3 ^d	92.0
Alberta—										
29—Calgary.....	103.2	97.7	101.1	84.1	77.5	93.0	94.7	76.6	66.7	93.0
30—Drumheller.....	95.6	95.0	93.8 ^a	76.6 ^a	71.6	.....	.....	81.8	61.8	88.9
31—Edmonton.....	97.8	92.5	93.7 ^a	69.7 ^a	72.3	84.8	92.0	74.7	53.2	93.6
British Columbia—										
32—Prince Rupert.....	118.3	111.7	108.3 ^a	80.0 ^a	78.3	.....	103.3	83.3	72.7 ^d	99.3
33—Trail.....	114.4	105.0	.....	81.2 ^d	81.8	.....	104.4	84.3	72.8 ^d	104.6
34—Vancouver.....	117.3	102.8	108.5	88.1	82.6	88.0	92.3	85.0	62.7 ^d	96.4
35—Victoria.....	119.6	107.8	107.8	80.6	85.6	87.5	101.5	82.9	62.3	95.2

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½-lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled oats, package, per lb.	Corn flakes, 8-oz. package
	cts.	cts.	cts. f h	cts. h	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....		41.2	95.9	32.0		35.2	11.3	8.7	15.4	20.2
P.E.I.—										
2—Charlottetown.....	28.8	37.9	79.2	17.0	70.1	36.0	11.3	8.2	12.2	18.7
Nova Scotia—										
3—Halifax.....	30.2	36.7	77.9	20.5	73.0	34.9	12.0	8.1	14.2	18.2
4—Sydney.....	29.2	36.6	86.8	22.0	74.1	36.4	12.8	8.4	13.6	18.9
New Brunswick—										
5—Moncton.....	29.5	36.8	83.4	19.0	71.5	34.8	12.0	8.3	14.1	18.4
6—Saint John.....	30.2	36.9	83.3	20.0	72.2	35.4	12.7	8.1	13.7	18.4
Quebec—										
7—Chicoutimi.....	32.6	40.8	86.7	19.0	67.6	36.7	13.6	8.4	.....	18.7
8—Montreal.....	28.4	36.5	81.3	20.0	67.3	34.1	12.0	7.4	13.2	16.9
9—Quebec.....	28.2	37.4	83.7	19.0	67.4	35.0	11.5	7.4	13.6	17.5
10—Sherbrooke.....	30.6	36.2	83.0	20.0	67.2	34.2	11.6	8.0	13.7	17.7
11—Sorel.....	27.1	35.8	82.0	19.0	66.6	33.1	12.0	7.7	13.6	16.9
12—Three Rivers.....	29.3	36.3	85.1	19.0	66.3	33.6	10.7	7.4	13.7	16.7
Ontario—										
13—Cornwall.....	28.4	35.9	82.7	19.0	68.6	33.9	10.7	7.4	13.6	17.6
14—Fort William.....	30.3	36.1	75.6	22.0	68.5	35.6	12.7	7.4	12.4	17.9
15—Hamilton.....	28.8	36.3	82.8	20.0	69.5	33.5	11.3	7.6	13.3	16.8
16—London.....	29.4	36.3	76.7	19.0	69.7	33.5	11.3	7.7	13.2	17.1
17—North Bay.....	27.9	36.6	84.0	19.0	69.8	34.0	12.0	7.9	14.5	17.8
18—Ottawa.....	28.4	36.8	83.2	19.0	69.3	34.4	12.0	7.8	13.5	17.3
19—Sault Ste. Marie.....	29.9	36.1	84.5	21.0	69.7	33.9	13.3	7.8	13.6	18.0
20—Sudbury.....	29.2	35.8	84.6	21.0	69.8	33.7	12.0	8.0	14.0	18.0
21—Timmins.....	29.2	36.2	86.5	21.0	69.3	34.0	12.0	8.0	13.0	18.0
22—Toronto.....	29.2	35.9	80.9	21.0	69.6	32.7	11.3	7.5	12.8	17.1
23—Windsor.....	27.6	36.6	80.3	21.0	69.1	33.6	11.3	7.9	13.6	16.9
Manitoba—										
24—Brandon.....	29.4	38.0	75.2	19.0	67.9	34.4	12.4	7.6	12.8	17.6
25—Winnipeg.....	28.8	35.6	74.6	20.0	67.2	34.7	14.0	7.2	12.1	17.5
Saskatchewan—										
26—Moose Jaw.....	27.5	37.6	71.2	20.0	66.8	33.5	12.8	7.2	12.0	17.5
27—Regina.....	28.3	36.4	71.8	20.0	66.4	34.9	12.8	7.4	12.5	18.6
28—Saskatoon.....	29.2	38.0	69.1	19.0	67.0	34.1	12.0	7.1	12.3	16.6
Alberta—										
29—Calgary.....	30.2	38.1	79.5	19.0	68.1	33.8	12.8	7.2	12.5	17.6
30—Drumheller.....	31.6	40.1	77.3	21.0	68.9	35.5	12.8	7.7	13.0	17.9
31—Edmonton.....	30.2	39.5	75.5	18.0	69.0	34.9	12.0	7.2	12.4	17.3
British Columbia—										
32—Prince Rupert.....	33.7	42.9	80.9	31.0	73.2	35.8	15.0	8.4	13.4	18.6
33—Trail.....	33.0	43.1	84.6	25.0	69.6	35.4	16.0	7.7	12.6	18.0
34—Vancouver.....	31.5	36.8	71.0	22.0	70.9	34.1	14.9	7.4	12.0	17.0
35—Victoria.....	31.1	37.2	74.5	24.0	70.3	34.8	14.9	7.7	11.8	17.4

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless bulk or in bag, per lb.	Oranges, California, 25¢ s per dozen	Lemons, 300's, per 4 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, 15 oz. tin	Corn, cream, choice per 15 oz. tin								
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	27.5	23.0	24.5	13.9	10.1	42.3	28.1	i 31.1	48.6	.....	63.2
P.E.I.—							k	k			
2—Charlottetown.....	26.1	22.0	22.0	15.2	8.0	38.7	31.1	28.2	46.5	36.0	55.7
Nova Scotia—							i	k			
3—Halifax.....	25.6	21.4	20.7	16.4	7.8	49.6	28.5	26.5	41.1	28.9	54.2
4—Sydney.....	27.4	20.8	20.9	14.2	7.9	45.5	33.0	26.0	43.2	32.5	55.1
New Brunswick—							k	k			
5—Moncton.....	26.2	20.4	19.6	14.0	7.5	40.2	30.0	25.4	44.1	30.4	53.4
6—Saint John.....	25.8	20.8	19.9	15.4	7.8	41.2	28.8	28.1	41.7	29.0	54.4
Quebec—							k	k			
7—Chicoutimi.....	28.0	22.8	21.4	.....	11.0	41.3	.....	32.4	45.9	30.1	60.9
8—Montreal.....	26.6	19.0	19.9	15.2	8.2	42.8	29.7	24.3	38.7	24.7	52.7
9—Quebec.....	28.2	20.8	18.0	14.2	8.4	37.4	27.9	27.3	39.9	28.2	56.2
10—Sherbrooke.....	27.6	21.8	19.9	15.5	8.4	43.6	29.9	27.4	41.4	27.9	55.1
11—Sorel.....	26.3	18.8	17.4	13.4	9.8	42.2	26.8	23.2	40.2	27.8	50.7
12—Three Rivers.....	27.1	20.7	19.3	13.4	8.4	39.9	28.1	25.4	40.2	27.9	52.5
Ontario—							k	k			
13—Cornwall.....	27.4	20.4	18.6	13.1	8.1	47.2	30.2	23.7	38.4	28.4	50.5
14—Fort William.....	26.3	20.9	18.7	15.8	7.5	40.1	28.9	27.9	42.9	29.5	55.3
15—Hamilton.....	25.9	20.2	18.9	16.2	7.4	45.5	31.4	24.4	39.0	29.1	50.3
16—London.....	24.5	20.1	19.5	14.9	7.3	48.6	29.1	24.1	38.7	27.6	49.2
17—North Bay.....	25.5	21.6	20.0	13.0	7.0	39.4	.....	27.7	42.6	28.2	54.2
18—Ottawa.....	27.2	20.9	18.2	14.0	8.2	43.8	30.5	27.9	39.0	28.2	49.4
19—Sault Ste. Marie.....	27.6	.....	18.8	13.6	8.1	49.3	32.6	24.5	38.1	29.7	52.3
20—Sudbury.....	25.7	21.1	17.9	13.5	7.6	41.3	29.4	27.6	38.7	28.2	51.9
21—Timmins.....	27.9	21.6	20.1	14.4	7.9	45.4	29.1	26.1	42.3	31.6	54.9
22—Toronto.....	25.1	19.9	17.9	16.9	7.3	49.8	28.1	24.1	37.2	26.6	48.3
23—Windsor.....	23.6	.....	20.0	15.1	7.2	45.6	.....	23.4	38.4	27.7	51.9
Manitoba—							k	k			t
24—Brandon.....	29.7	22.3	21.1	17.1	8.7	39.9	28.2	29.3	46.8	27.2	70.3
25—Winnipeg.....	28.1	21.5	19.9	15.2	6.2	31.0	28.2	27.6	42.6	26.0	67.9
Saskatchewan—							k	k			t
26—Moose Jaw.....	29.4	21.3	21.3	13.8	8.1	33.2	29.2	27.5	45.9	29.2	71.8
27—Regina.....	31.6	19.4	22.1	15.3	8.2	31.5	28.3	29.2	44.7	29.8	73.0
28—Saskatoon.....	30.5	21.4	21.5	16.5	9.4	35.7	31.0	27.9	45.0	34.8	69.4
Alberta—							k	k			t
29—Calgary.....	32.5	19.2	21.4	16.0	8.1	47.2	28.6	27.2	42.0	30.5	70.1
30—Drumheller.....	34.1	.....	22.2	15.9	8.9	41.2	25.4	27.8	41.4	30.5	74.1
31—Edmonton.....	31.0	20.3	21.7	15.3	8.5	30.1	29.7	27.7	42.6	28.1	71.0
British Columbia—		m	m				k	k			t
32—Prince Rupert.....	30.9	20.3	18.4	17.6	8.3	54.9	29.1	26.5	41.7	26.9	70.6
33—Trail.....	33.0	21.3	22.7	17.2	9.4	54.4	29.3	27.1	41.4	32.0	71.6
34—Vancouver.....	27.5	19.0	15.9	15.8	7.2	50.7	26.4	25.5	37.2	20.9	63.5
35—Victoria.....	27.9	18.2	17.1	16.6	7.8	58.6	28.2	26.5	37.8	23.2	67.9

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (b) Short rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

FOODS AND COAL BY CITIES, NOVEMBER, 1951—Concluded

Bureau of Statistics

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per 1 lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
1—St. John's.....	48.5	49.6	41.6	13.0	.....	116.7	59.4	.....	21.59
P.E.I.—									
2—Charlottetown.....	24.2	44.6	38.7	13.1	13.0	120.7	51.1	.....	16.00
Nova Scotia—									
3—Halifax.....	24.2	44.8	36.8	12.3	13.2	114.8	51.6	.....	17.75
4—Sydney.....	23.7	49.0	37.2	13.0	13.7	116.9	51.2	.....	12.55
New Brunswick—									
5—Moncton.....	23.8	41.7	36.7	12.8	.....	112.2	50.8	.....	17.50
6—Saint John.....	22.9	44.6	37.0	12.6	13.0	113.4	51.7	.....	18.12
Quebec—									
7—Chicoutimi.....	.....	53.4	38.1	12.9	12.8	120.9	59.2	27.60	.....
8—Montreal.....	22.2	42.4	33.4	11.7	12.4	109.9	56.5	*28.55	.....
9—Quebec.....	22.2	46.9	35.3	12.3	12.3	114.0	57.2	26.50	.....
10—Sherbrooke.....	23.4	41.4	34.2	12.1	12.8	112.3	58.7	27.75	.....
11—Sorel.....	22.1	44.4	33.6	11.8	11.7	109.9	54.8	25.83	.....
12—Three Rivers.....	23.9	43.8	34.9	12.4	12.4	111.0	56.1	27.00	.....
Ontario—									
13—Cornwall.....	22.2	40.8	33.5	12.6	12.6	114.2	55.8	28.75	.....
14—Fort William.....	22.9	41.9	37.1	13.5	14.0	106.4	53.5	26.82	.....
15—Hamilton.....	22.4	37.6	32.8	12.4	13.5	107.2	55.6	26.00	.....
16—London.....	22.5	40.8	33.1	12.6	13.3	106.6	55.6	26.50	.....
17—North Bay.....	24.3	41.0	35.0	13.5	14.5	118.2	56.0	28.50	.....
18—Ottawa.....	22.3	42.0	33.4	12.3	13.0	109.1	55.1	28.50	.....
19—Sault Ste. Marie.....	23.2	38.1	35.9	13.1	13.4	103.4	56.3	25.50	.....
20—Sudbury.....	23.0	38.1	35.3	13.2	13.5	102.6	55.3	28.25	.....
21—Timmins.....	23.6	42.7	35.9	13.4	14.2	108.4	55.0	31.00	.....
22—Toronto.....	21.7	39.8	32.3	11.9	13.0	104.8	54.7	25.25	.....
23—Windsor.....	21.8	40.5	33.4	12.4	13.5	103.0	54.9	26.50	.....
Manitoba—									
24—Brandon.....	26.1	46.6	38.0	15.2	15.8	109.4	53.9	.....	17.40
25—Winnipeg.....	23.9	45.4	35.6	15.0	15.8	100.6	52.9	.....	18.70
Saskatchewan—									
26—Moose Jaw.....	25.0	44.4	38.0	14.4	15.5	101.1	52.4	.....	15.75
27—Regina.....	25.2	45.3	38.9	14.6	15.7	106.8	53.8	.....	16.80
28—Saskatoon.....	24.0	49.4	36.8	15.0	15.9	100.9	51.2	.....	16.00
Alberta—									
29—Calgary.....	24.6	42.2	38.3	13.8	14.8	102.4	53.2	.....	13.50
30—Drumheller.....	25.8	45.6	39.7	14.2	15.4	105.8	53.4	.....	.....
31—Edmonton.....	24.7	43.9	36.4	13.7	15.3	108.7	52.5	.....	8.20
British Columbia—									
32—Prince Rupert.....	25.0	43.1	37.7	13.7	14.8	106.0	55.1	.....	21.25
33—Trail.....	25.6	43.8	36.3	13.7	15.0	102.8	52.8	.....	18.00
34—Vancouver.....	23.6	36.8	34.1	11.8	13.6	98.6	52.6	.....	18.93
35—Victoria.....	22.9	39.6	33.1	12.6	14.0	103.9	52.8	.....	20.20

(f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk 18.0c. per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 ounce tin. (n) Mixed—Californian and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. * Beginning Nov. 1, price is for nut coal only

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labor	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living, Federal Labor Department	Cost of Living, Statistiek Office	Cost of Living, Commonwealth Statistician	Cost of Living, Government Statistician	
Localities	—	—	Mexico City	630	105	Paris	—	—	34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June-Aug., 1939	1938	1938-39 = 1000	1st Quarter of 1949 = 1000
1913	(a)	(b)		(g)	(f)				(c)			(d)	
1914	79.1	70.7		100					100		81.4		
1915	79.1	71.8		100							85.5		
1916	80.7	72.5		123							90.8		
1917	87.0	77.9		146							99.6		
1918	102.4	91.6		176							106.4		
1919	115.6	107.5		203					204		117.7		
1920	126.5	123.8		215					224		145.8		
1921	145.4	143.0		249					224		132.0		
1922	128.9	127.7		226					164		110.1		
1923	120.4	119.7		183					162		106.3	(f)	
1924	121.8	126.4		172	185				161	125	106.6		
1925	121.7	122.5		164	176				131	118	103.2		
1926	121.7	122.5		140	151				133	(m) 103	99.9		
1927	94.4	92.4		158	178			(k)	138		93.2		
1928	101.5	99.4	100.0	153	185	108		107.5	133		99.9	1029	748
1929	105.6	100.2	100.7	184	205	129		122.5	151		103.4	1051	782
1930	111.7	105.2	104.4	199	226	150		141.7	174		108.2	1111	810
1931	118.9	125.5	109.1	201	295	285		158.2	207		128.8	1270	872
1932	118.9	128.4	123.5	203	295	393		157.5	209		132.2	1270	884
1933	123.6	139.3	206.7	203	291	645		160.3	287		134.1	1278	891
1934	135.5	159.2	300.3	203		1030		162.1	208		139.7	1309	919
1935	155.0	171.2	318.9	108	99	1632		160.3	217		137.9	1278	919
1936	160.8	169.1	336.0	111		1818		172.4	222		147.8	1392	992
1937	166.5	171.9	356.2	114	101	1945		175.9	222		153.2	1528	1009
1938	171.1	178.8	368.0	116		2075		185.1	160.8		159.3	1669	1066
1939	172.5	181.5	369.5	117		2103		191.2	162.3		165.6	1853	1105
1940	178.2	183.8	375.0	118	103	2141		194.5	162.3		166.4		
1941	179.7	184.5	375.8	119		2179		201.0	162.7		167.5		
1942	181.8	186.6	380.5	121		2215		204.7	164.5		168.8		
1943	182.0	187.5		122	109	2291		207.2	166.1		170.4		
1944	183.5	188.5		123		2358		208.8	167.4		171.6		
1945	184.0	189.5		124		2383		209.5	168.3		171.6		
1946	185.0	190.5		125		2383		210.6	168.3		171.6		
1947	186.0	191.5		126		2383		210.6	168.3		171.6		
1948	187.0	192.5		127	111	2383		210.6	168.3		171.6		
1949	188.0	193.5		128		2383		210.6	168.3		171.6		
1950	189.0	194.5		129		2383		210.6	168.3		171.6		
1951	190.4	195.5		130		2383		210.6	168.3		171.6		
1952	191.2	196.5		131		2383		210.6	168.3		171.6		
1953	192.0	197.5		132		2383		210.6	168.3		171.6		
1954	192.8	198.5		133		2383		210.6	168.3		171.6		
1955	193.6	199.5		134		2383		210.6	168.3		171.6		
1956	194.4	200.5		135		2383		210.6	168.3		171.6		
1957	195.2	201.5		136		2383		210.6	168.3		171.6		
1958	196.0	202.5		137		2383		210.6	168.3		171.6		
1959	196.8	203.5		138		2383		210.6	168.3		171.6		
1960	197.6	204.5		139		2383		210.6	168.3		171.6		
1961	198.4	205.5		140		2383		210.6	168.3		171.6		
1962	199.2	206.5		141		2383		210.6	168.3		171.6		
1963	199.9	207.5		142		2383		210.6	168.3		171.6		
1964	200.6	208.5		143		2383		210.6	168.3		171.6		
1965	201.3	209.5		144		2383		210.6	168.3		171.6		
1966	202.0	210.5		145		2383		210.6	168.3		171.6		
1967	202.7	211.5		146		2383		210.6	168.3		171.6		
1968	203.4	212.5		147		2383		210.6	168.3		171.6		
1969	204.1	213.5		148		2383		210.6	168.3		171.6		
1970	204.8	214.5		149		2383		210.6	168.3		171.6		
1971	205.5	215.5		150		2383		210.6	168.3		171.6		
1972	206.2	216.5		151		2383		210.6	168.3		171.6		
1973	206.9	217.5		152		2383		210.6	168.3		171.6		
1974	207.6	218.5		153		2383		210.6	168.3		171.6		
1975	208.3	219.5		154		2383		210.6	168.3		171.6		
1976	209.0	220.5		155		2383		210.6	168.3		171.6		
1977	209.7	221.5		156		2383		210.6	168.3		171.6		
1978	210.4	222.5		157		2383		210.6	168.3		171.6		
1979	211.1	223.5		158		2383		210.6	168.3		171.6		
1980	211.8	224.5		159		2383		210.6	168.3		171.6		
1981	212.5	225.5		160		2383		210.6	168.3		171.6		
1982	213.2	226.5		161		2383		210.6	168.3		171.6		
1983	213.9	227.5		162		2383		210.6	168.3		171.6		
1984	214.6	228.5		163		2383		210.6	168.3		171.6		
1985	215.3	229.5		164		2383		210.6	168.3		171.6		
1986	216.0	230.5		165		2383		210.6	168.3		171.6		
1987	216.7	231.5		166		2383		210.6	168.3		171.6		
1988	217.4	232.5		167		2383		210.6	168.3		171.6		
1989	218.1	233.5		168		2383		210.6	168.3		171.6		
1990	218.8	234.5		169		2383		210.6	168.3		171.6		
1991	219.5	235.5		170		2383		210.6	168.3		171.6		
1992	220.2	236.5		171		2383		210.6	168.3		171.6		
1993	220.9	237.5		172		2383		210.6	168.3		171.6		
1994	221.6	238.5		173		2383		210.6	168.3		171.6		
1995	222.3	239.5		174		2383		210.6	168.3		171.6		
1996	223.0	240.5		175		2383		210.6	168.3		171.6		
1997	223.7	241.5		176		2383		210.6	168.3		171.6		
1998	224.4	242.5		177		2383		210.6	168.3		171.6		
1999	225.1	243.5		178		2383		210.6	168.3		171.6		
2000	225.8	244.5		179		2383		210.6	168.3		171.6		
2001	226.5	245.5		180		2383		210.6	168.3		171.6		
2002	227.2	246.5		181		2383		210.6	168.3		171.6		
2003	227.9	247.5		182		2383		210.6	168.3		171.6		
2004	228.6	248.5		183		2383		210.6	168.3		171.6		
2005	229.3	249.5		184		2383		210.6	168.3		171.6		
2006	230.0	250.5		185		2383		210.6	168.3		171.6		
2007	230.7	251.5		186		2383		210.6	168.3		171.6		
2008	231.4	252.5		187		2383		210.6	168.3		171.6		
2009	232.1	253.5		188		2383		210.6	168.3		171.6		
2010	232.8	254.5		189		2383		210.6	168.3		171.6		
2011	233.5	255.5		190		2383		210.6	168.3		171.6		
2012	234.2	256.5		191		2383		210.6	168.3		171.6		
2013	234.9	257.5		192		2383		210.6	168.3		171.6		
2014	235.6	258.5		193		2383		210.6	168.3		171.6		
2015	236.3	259.5		194		2383		210.6	168.3		171.6		
2016	237.0	260.5		195		2383		210.6	168.3		171.6		
2017	237.7	261.5		196		2383		210.6	168.3		171.6		
2018	238.4	262.5		197		2383		210.6	168.3		171.6		
2019	239.1	263.5		198		2383		210.6	168.3		171.6		
2020	239.8	264.5		199		2383		210.6	168.3		171.6		
2021	240.5	265.5		200		2383		210.6	168.3		171.6		
2022	241.2	266.5		201		2383		210.6	168.3		171.6		
2023	241.9</												

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA
(1935=1939=100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	Oct. 1950	Sept. 1951	Oct. 1951
All Commodities—										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	132.1	211.2	220.0	240.1	239.6
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	206.9	217.1	218.9
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	150.0	251.3	260.8	300.9	294.8
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	130.8	246.7	277.2	270.2	269.0
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	154.9	238.3	263.3	302.4	301.7
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	117.9	183.6	190.2	214.5	215.7
VI. Non-Ferrous Metals and Their Products.....	133.9	183.0	134.9	87.5	100.0	107.6	159.5	168.8	183.6	184.8
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	116.4	164.8	165.1	170.9	170.8
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	168.9	189.3	190.3
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	220.0	235.8	236.3
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	220.8	243.7	242.7
* General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	267.0	291.2	291.4
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	148.3	242.7	260.4	290.9	290.8
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	166.4	233.0	293.5	253.9	252.6
Field.....	.....	.....	137.2	69.3	83.7	162.5	184.6	170.2	168.5	175.0
Animal.....	.....	.....	144.4	69.2	101.5	170.2	281.4	286.8	339.2	330.3

†Gold is included from 1935 to date.

* Arithmetically converted from base 1929=100.

The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER,
1950-1951†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com- mencing During Month	In Existence	Com- mencing During Month	In Existence	In Man- Working Days	Per Cent of Estimated Working Time
1951*						
January.....	17†	17	6,253†	6,253	16,763	0.02
February.....	14	18	4,324	4,508	18,878	0.02
March.....	22	27	4,455	4,754	15,135	0.02
April.....	15	19	2,450	2,647	9,673	0.01
May.....	31	39	5,772	6,560	34,902	0.04
June.....	40	52	12,993	13,641	128,150	0.15
July.....	15	32	5,652	9,470	119,413	0.14
August.....	22	38	19,405	25,272	219,473	0.25
September.....	23	31	3,792	8,637	105,235	0.12
October.....	15	28	3,543	6,388	49,318	0.06
November.....	8	18	6,764	8,617	38,315	0.04
Cumulative totals.....	222		75,403		755,255	0.08
1950						
January.....	9†	9	2,381†	2,381	33,588	0.04
February.....	11	16	3,053	3,861	24,871	0.03
March.....	14	22	4,620	5,600	25,041	0.03
April.....	13	24	2,081	2,869	15,272	0.02
May.....	18	28	3,733	4,491	24,471	0.03
June.....	18	27	1,699	2,767	29,692	0.03
July.....	19	34	4,941	6,394	50,880	0.06
August.....	14	27	131,526	133,392	1,054,013	1.22
September.....	14	23	12,567	15,344	37,503	0.04
October.....	16	25	12,335	13,138	30,766	0.04
November.....	9	19	12,087	14,165	49,477	0.06
Cumulative totals.....	155		191,023		1,380,574	0.15

* Preliminary figures.

† Strikes untermiated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1951 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1951				
MINING— Gold miners, Timmins, Ont.	1	248	5,200	Commenced October 29; for a new agreement providing for increased wages, check-off, extension of vacation and sickness and accident insurance plans, etc.; terminated November 24; negotiations; compromise.
Silver and lead miners and millworkers, Alice Arm, B.C.	1	125	3,000	Commenced October 30; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week, and other changes following reference to conciliation board; untermiated.
MANUFACTURING— <i>Tobacco and Liquors—</i> Brewery workers, New Westminster, Vancouver and Victoria, B.C.	4	421	9,000	Commenced October 24; for new agreements providing for increased wages following reference to conciliation board; untermiated.
<i>Fur, Leather and Other Animal Products—</i> Handbag factory workers, Montreal, P.Q.	1	16	350	Commenced August 30; for a union agreement providing for increased wages following reference to conciliation and arbitration; untermiated.
<i>Pulp, Paper and Paper Products—</i> Paper and paper box factory workers, Vancouver, B.C.	2	294	6,400	Commenced September 5; for a new agreement providing for increased wages, cost - of - living escalator clause, and payment for three additional statutory holidays following reference to conciliation board; terminated November 30; negotiations; compromise.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Nicolet, P.Q.	1	31	650	Commenced September 27; for a new agreement providing for increased wages and cost-of-living escalator clause; untermiated.
Veneer and plywood factory workers, Woodstock, Ont.	1	⁽³⁾ 284	1,980	Commenced October 2; for a new agreement providing for increased wages, cost - of - living escalator clause, time and one-half after nine hours, union shop, payment for an additional statutory holiday following reference to conciliation board; terminated November 9; negotiations; compromise.
Sawmill workers, Wellington, B.C.	1	8	100	Commenced October 29; for a union agreement providing for increased wages; terminated November 19; negotiations; compromise.
<i>Metal Products—</i> Hardware factory workers, Hamilton, Ont.	1	393	780	Commenced September 11; for a new agreement providing for increased wages and reduction in hours from 45 to 40 per week with the same take-home pay; terminated November 2; conciliation; compromise.
<i>Shipbuilding—</i> Shipyard workers, New Westminster and Vancouver, B.C.	3	33	700	Commenced September 27; inter-union dispute following decertification of one union for refusal of members to work overtime; untermiated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1951 ⁽¹⁾—Concluded

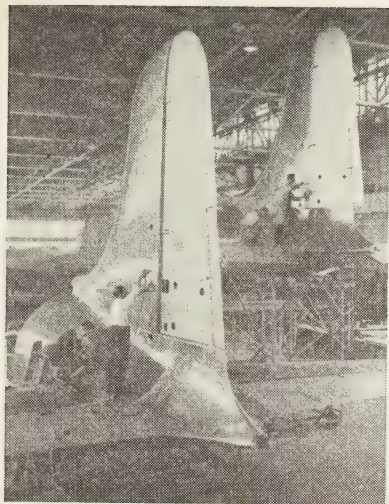
Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Estab-lishments	Workers		
Strikes and Lockouts Commencing During November, 1951				
MINING— Coal miners, Glacé Bay, N.S.	1	(4) 86	225	Commenced November 1; dispute over cleaning off walls; terminated November 5; return of workers; in favour of employer.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Biscuit factory workers, Vancouver, B.C.	1	101	1,660	Commenced November 10; for a new agreement providing for increased wages and other changes following reference to conciliation board; untermminated.
<i>Tobacco and Liquors—</i> Brewery workers, Ottawa, Waterloo and Windsor, Ont.	6	700	700	Commenced November 6; for new agreements providing for increased wages, payment for one additional statutory holiday, and other changes following reference to conciliation board; terminated November 6; negotiations; compromise.
<i>Pulp, Paper and Paper Products—</i> Paper box factory workers, Prescott, Ont.	1	73	1,020	Commenced November 13; for a new agreement providing for increased wages following reference to conciliation board; untermminated.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Kelowna, B.C.	1	400	200	Commenced November 22 and 23; for a new agreement providing for increased wages following reference to conciliation board; terminated November 22 and 23; return of workers; indefinite.
<i>Metal Products—</i> Electrical apparatus foundry workers, Toronto, Ont.	1	85	850	Commenced November 13, 16 and 20; protest against time study of certain operations; terminated November 16, 20 and 23; return of workers following 10-day suspensions; indefinite.
Motor vehicle factory workers, Windsor, Ont.	1	5,260	5,000	Commenced November 29 and 30; protesting alleged delay in receiving report of conciliation board <i>re</i> new agreement under negotiations; terminated November 29 and 30; return of workers; indefinite, later strike in December.
SERVICE— <i>Business and Personal—</i> Laundry workers, Montreal, P.Q.	1	59	500	Commenced November 14; protesting dismissal of a female worker; untermminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 26 indirectly affected.

(4) 1,100 indirectly affected.



Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press. (February 14)

*By Economics and Research Branch,
Department of Labour*

IN recent weeks the effect of seasonal influences became more prominent in the rising level of unemployment. In the first two months of the year there is always a sharp drop in retail and logging employment, the numbers involved ranging from 70,000 to 100,000, depending mainly on the scale of logging operations and the weather. There are also a number of smaller individual movements; additional workers are released from industries such as transportation, construction and fishing that reach a low ebb during this period, counterbalanced in part by an upswing in manufacturing and mining. On balance, the total level of unemployment generally rises sharply to a peak in February.

The customary seasonal trend was repeated in January, but at a substantially higher level than is considered normal. Thus, by the end of the month there were 362,800 job applications on file at National Employment Service offices. This total, which amounted to 7 per cent of the labour force, was 73,000 greater than at the beginning of the month, and 62,800 greater than the comparable total a year ago.

Contributions to these developments were not uniform across the country. Regionally, the proportion of job applications to the labour force varied from 13 per cent in British Columbia, where heavy snowfall caused the virtual shutdown of logging operations, to 5 per cent in the Prairie Provinces. In local areas the variation was even greater. The heaviest unemployment occurred in areas dependent upon logging, and in textile centres in Quebec. On the other hand, at mid-month labour surpluses were slight in almost two-thirds of 178 local labour market areas.

The amount of non-seasonal unemployment that occurred during January may be inferred by comparing the 78,000 increase in job applications at NES offices with the 53,000 increase in the same month a year ago, a month in which the non-seasonal element was very small. The currently higher level of unemployment made its appearance last fall and has been concentrated very largely in the industries manufacturing consumer goods. This situation can be traced first, to the psychological effect of the defence program on consumer and retailer's buying last spring and secondly, to the fiscal policies that were designed to stem inflation, and to allow sufficient resources for the defence program in its initial stages. As a result, inventories rose rapidly, and eventually were reflected in lower levels during November and December, but it was still high enough to prevent any substantial upswing in employment.

The effect of these factors on the textile trade have been pronounced, for several reasons. Defence requirements from the industry have not been large in relation to its total output, the skills employed cannot be transferred easily from civilian to other military uses—as they can, for example, in the metal industries. In addition, the industry has been faced with an increasing degree of competition from abroad. Employment in the primary and secondary phases of the industry fell progressively from 183,000 last April to 162,000 at the end of the year, and the average weekly hours of those employed decreased from 40·8 to 38·3, with the increasing prevalence of short time employment.

Some signs of revival in the industry are apparent. With inventories at the retail level substantially reduced, some additional defence orders and an expected increase in consumer buying, a significant increase in mill orders is expected for the first quarter. However, because of the high level of mill inventories it is likely that the increase in demand will not mean an immediate improvement in employment in the primary industry.

* * * *

Currently, the number of unemployed construction workers is greater than usual, partly because of the low level of residential construction, and partly because a larger total construction working force produces a greater seasonal displacement of workers. In this industry also, the volume of work on hand suggests an early and sharp upswing in activity. The value of construction contracts awarded in November and December was well above that of the previous year, the backlog of work already started is heavy and defence construction is expected to reach a peak in 1952.

Basic demand forces affecting overall employment are strong. Employment in industries engaged in the production of such items as railway rolling stock, industrial machinery, aircraft and ships has expanded by 35,000, or 18 per cent during the twelve month period ending November 1, 1951. This increase, together with significant expansions in such basic industries as iron and steel, chemical products and paper products has produced an overall employment increase of 2·1 per cent in manufacturing as a whole during the same period.

* * * *

Wage-rate increases of 10 cents an hour or more are in over two-thirds of 1,601 collective agreements received and examined in the Department of Labour during 1951. A study of these agreements, which will appear in a later issue of the LABOUR GAZETTE, shows that, in addition to the increases in wage rates, 342 of these agreements, covering almost 130,000 workers, also provided for automatic wage increases to compensate for rises in the cost of living.

Over one-third of the almost 500,000 workers covered by these agreements received increases of 15 cents an hour or more. The average size of the increases did not remain constant, however, throughout the year. During the early months, increases of between 5 and 14·9 cents per hour were more common, while, in the second and third quarters, the trend was towards larger amounts. In the latter part of the third quarter and during the fourth quarter, the trend appears to have swung downwards again, the preponderance during this period being between 10 and 14·9 cents.

CURRENT LABOUR STATISTICS

(Latest available statistics as of February 11, 1952)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Nov. 3	5,210,000	—	—
Persons with jobs (a).....	Nov. 3	5,110,000	—	—
Persons without jobs and seeking work (a).....	Nov. 3	100,000	—	—
Registered for work, N.E.S.				
Atlantic Region.....	Jan.31/52	42,425	+55.4	+ 2.7
Quebec Region.....	Jan.31/52	104,519	+31.4	+17.1
Ontario Region.....	Jan.31/52	110,465	+30.0	+61.7
Prairie Region.....	Jan.31/52	47,869	+37.3	— 6.4
Pacific Region.....	Jan.31/52	57,547	+44.3	+15.1
Total, All Regions.....	Jan.31/52	362,825	+36.1	+20.9
Ordinary claims for Unemployment Insurance Benefit.....	Jan. 1/52	238,950	+55.5	+25.7
Amount of benefit payments.....	Dec.	\$6,923,194	+35.6	+30.4
Index of employment (1939=100).....	Dec. 1	186.4	—	+ 4.0
Immigration.....	Nov.	22,242	— 1.5	+161.3(b)
Industrial Relations—				
Strikes and lockouts—days lost.....	Jan. /52	75,220	—	—
No. of workers involved.....	Jan. /52	15	—	—
No. of strikes.....	Jan. /52	5,749	—	—
Earnings and Income—				
Average weekly wages and salaries.....	Dec. 1	\$52.06	+ 0.2	+11.6
Average hourly earnings (mfg.).....	Dec. 1	\$1.25	+ 0.8	+15.5
Average hours worked per week (mfg.).....	Dec. 1	41.9	+ 0.2	— 2.8
Average weekly earnings (mfg.).....	Dec. 1	\$52.17	+ 1.1	+12.3
Cost-of-living index (av. 1935-39=100).....	Jan. 1/52	191.5	+ 0.2	+11.0
Real weekly earnings (mfg. av. 1946=100).....	Dec. 1	113.0	+ 1.2	+ 0.5
Total labour income.....	Oct.	\$855,000,000	+ 0.8	+16.2
Industrial Production—				
Total (Av. 1935-39=100).....	Nov.	208.1	— 1.8	— 1.2
Manufacturing.....	Nov.	213.7	— 2.2	— 3.3
Non-durables.....	Nov.	190.2	— 3.2	— 3.3
Durables.....	Nov.	253.9	— 1.0	— 3.3
Trade—				
Retail trade.....	Nov.	\$906,700,000	+ 0.9	+ 9.0
Exports.....	Dec.	\$379,300,000	— 0.1	+30.8
Imports.....	Dec.	\$273,400,000	—16.1	+ 2.7

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for the same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Advisory Committee on Rehabilitation Appointed

The first step in a joint federal-provincial long-range project designed to "prepare, preserve and restore the ability of the handicapped individual to work for pay and thus make himself self-supporting" was taken with the appointment last month of a 35-member National Advisory Committee on the Rehabilitation of Disabled Persons. Formation of the committee resulted from recommendations made at the first National Conference on Rehabilitation of the Physically Handicapped at Toronto last February.

The committee consists of representatives of the federal and provincial governments, health and welfare voluntary agencies, the medical profession, organized labour, and employers, and four members from among persons especially interested in rehabilitation.

Committee Secretary

Secretary of the Committee will be H. C. Hudson, Employment Specialist, Special Placements, National Employment Service.

Hon. Milton F. Gregg, Minister of Labour, who announced the formation of the committee on behalf of a sub-committee of the Cabinet composed of the Ministers of National Health and Welfare, Labour, and Veterans Affairs, explained that the creation of the committee should not in any way be taken to mean that the federal authority proposes to interfere with the work of voluntary agencies or the provinces concerned. Rehabilitation of disabled persons includes the work of a great many institutions and agencies, as well as the provinces, and the federal Government should undertake to do no more than assist in the co-ordination and correlation of the services which are presently provided to the handicapped people, and also to provide organized interest in the welfare of the handicapped.

The minister stated that it would be appropriate for the federal authority to

promote the interchange of information and experience, and to encourage the maximum use of all community facilities and services.

"The ultimate objective," the minister continued, "is to make available to all of the estimated 100,000 seriously disabled persons of working age in Canada the best treatment obtainable, and the possibility of becoming rehabilitated to the position of being able to earn their own living and contribute their share to the productive capacity of our country.

"Such a program, which must consist of medical treatment, therapy, convalescence, vocational guidance and training, and eventual placement in a suitable job in industry," continued Mr. Gregg, "is too big to be undertaken by one department, or by one government, or by voluntary agencies alone. It can only become ultimately successful by the rapport and complete co-operation of all agencies, governments and individuals concerned in the various phases. Realizing the vastness of such a program, we are only commencing on a modest scale and the appointment of the National Advisory Committee represents the first step of a long-range program."

One of the three representatives of federal government departments named to the committee is C. A. L. Murchison, Commissioner, Unemployment Insurance Commission. Representatives of organized employers are: Roy Campbell, Secretary, Canadian International Paper Company, Montreal; J. A. Lapres, H. J. O'Connell Limited, Montreal; Leonard W. Townsend, Bank of Montreal, Montreal; and James Young, Canadian Pratt and Whitney Aircraft Co. Limited, Longueuil, P.Q.

Representatives of organized workers are: Gordon C. Cushing, General Secretary-Treasurer, Trades and Labour Congress of Canada, Ottawa; Max Dodds, Canadian Congress of Labour, Toronto; F. D. Donovan, General Chairman, Brotherhood of Maintenance of Way Employees, Winnipeg; and Gaston Ledoux, First Vice-President, Canadian and Catholic Confederation of Labour, Granby, P.Q.

Escalator Clauses in Pension Plans

The United Auto Workers (CIO) may now seek escalator clauses in its pension plans. Walter Reuther, union president, advanced the idea at a recent party for pensioners. The union has cost-of-living escalator clauses in virtually all its wage contracts.

Public Relations Officer, Gordon Anderson Dies

Gordon Anderson, Public Relations Officer for the Department of Labour and Unemployment Insurance Commission in the Ontario region, died January 14 at his Toronto home after a lengthy illness. A popular officer of the department who was nationally-known through his work as producer and announcer of Department of Labour radio broadcasts since 1941, he was 51 years of age.

On learning of Mr. Anderson's passing, Hon. Milton F. Gregg, Minister of Labour, said: "The department has lost one of its most valuable employees. Mr. Anderson's contribution to the development of the department and the National Employment Service during World War II, and since, will not soon be forgotten by those who associated with him. The whole department and Unemployment Insurance Commission join in extending deepest sympathy to his family in their great loss."

Arthur MacNamara, Deputy Minister of Labour, said: "The news of Mr. Anderson's death has cast a gloom over the whole department, for no one in the department was better liked. His great enthusiasm for the variety of tasks to which he was assigned during the war and afterwards could not have been surpassed. He had a quality of loyalty towards the department and its associated agencies which would be difficult to duplicate. His work in radio broadcasting in support of rehabilitation of World War II veterans alone will cause us, who take pride in the job done in this connection, to remember him with great affection, always."

Colonel J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission said: "The name Gordon Anderson was one which was known with affection throughout our organization from coast to coast, for his interest and enthusiasm were not confined to any particular phase of our work. Each of us in the Unemployment Insurance Commission feels a sense of personal loss today."

Mr. Anderson was born in Hamilton, Ontario, where he received his early academic education. After studying law for two years, his love for dramatics eventually received his entire attention and his first engagement was in Winnipeg, where he played with a local stock company. From there Mr. Anderson went to New York as director and producer; he remained there until 1930, when he returned to Canada to be managing director of CKOC

in Hamilton and CKOK, Windsor. He was well known in Hamilton as the manager of CKOC in the early days of radio.

Mr. Anderson joined the Information Branch of the Department of Labour in 1941, and was Public Relations Officer of the Unemployment Insurance Commission in Toronto. He originated and has produced a weekly broadcast, since the middle of World War II, known as "The People Ask", and later as "Canada at Work", for the Department of Labour.

Both Sides Must Agree On Any New Labour Code

Premier Duplessis has told a delegation of the Quebec Professional Association of Industrialists that his Government would never impose a labour code unless it was approved by both employer and worker groups.

The delegation, led by Leonard Lauzon, President of the association, recently presented a memorandum containing resolutions adopted at the association's general meeting in December.

The memorandum suggests:—

1. That employers and employees be equally represented on government labour commissions and bodies;
2. That during collective agreement negotiations, the majority of representatives be employees of the enterprise concerned;
3. That parties to a labour dispute be bound by the acts of their representatives during the conciliation stage;
4. That employer and employee representatives on a labour arbitration board be bound to attend every sitting of the board;
5. That no strike be legal unless voted by secret ballot by an absolute majority of employees.
6. That severe sanctions be applied when labour laws are violated during a strike or a lockout.

Premier Duplessis promised that the Government would study the recommendations.

Teachers Urge Affiliation With CCL

A local of a teachers' union has adopted a resolution urging affiliation with the Canadian Congress of Labour.

At a special meeting last month, Cape Breton Rural Local of the Nova Scotia Teachers' Union adopted a resolution urging the NSTU to affiliate "at once" with the CCL. The resolution will be presented to the union's Easter holiday convention.

Unemployment Insurance Officer Loaned to ILO

Albert J. Bouthillier, Regional Insurance Officer for the Quebec region, Unemployment Insurance Commission, has been loaned to the International Labour Organization for a six-month period, Hon. Milton F. Gregg, Minister of Labour, has announced.

Mr. Bouthillier is the fourth official from the Department of Labour and the Unemployment Insurance Commission to be loaned to the ILO in the past two years. At the beginning of 1951 Brigadier John E. Lyon, Assistant Director of Vocational Training, Department of Labour, and Dr. Edward P. Laberge, Director of Technical Services, Unemployment Insurance Commission, were loaned to the ILO to assist in the development of the expanded migration program being carried out by the ILO in Europe and Latin America (L.G., Jan., 1951, p. 13). In April last year, A. G. Kerr of the Economics and Research Branch, Department of Labour, was loaned to the ILO for work in connection with the migration program (L.G., May, 1951, p. 629).

Going to Greece?

Mr. Bouthillier is going to the ILO as an expert on employment service organization. He will be loaned by the ILO to a government needing his specific knowledge. It was thought probable that his services would be used on the ILO Mission in Greece, which at present is working on the development of improved conditions in employment services. He left in January for ILO Headquarters in Geneva.

A native of Montreal, Mr. Bouthillier was appointed Regional Insurance Officer for the Unemployment Insurance Commission in the Quebec region in 1944. In this position he was responsible, under the regional superintendent, for the work of the Insurance Branch throughout the Quebec region.

Prior to joining the staff of the UIC, Mr. Bouthillier was with the Department of Finance for some years. He entered the government service in 1941, when he was appointed District Treasury Officer of the Quebec region.

Quebec Free of Serious Labour Conflict in 1951

No serious labour conflict marred the industrial picture in Quebec in 1951, according to the Hon. Antonio Barrette,

Minister of Labour of the province, writing in the annual commercial review published by the *Montreal Gazette*.

Mr. Barrette commented on the large increase in the number of unionized workers. In 1944, he wrote, there were 673 local unions with a membership of 175,993 workers, while in 1951 there were 965 locals with a membership of 236,399.

Statistics Quoted

Under the Quebec Labour Relations Act, 1,216 collective agreements affecting 194,242 workers were in force in 1951. In 1947, there were 654 agreements in force covering 91,472 workers. A similar increase in the number of workers affected by the Collective Agreements Act was noted by Mr. Barrette. He pointed out that 220,000 employees in 1951 were subject to regulations made under the Act in comparison to 135,000 in 1944.

In the industrial relations sphere there were 407 conciliations and 109 arbitrations during the year. This compares with 46 conciliations and 11 arbitrations in 1946. Mr. Barrette noted that the increased number of conciliations in 1951 explained the smaller number of strikes during the year. He stated that between 1945 and 1951 there were 15 times more conciliations, 17 times more arbitrations and half as many strikes as between 1940 and 1944.

Unemployment Insurance Fund in U.S. at New Peak

The United States unemployment insurance reserve fund reached a new high of \$7,609 million on September 30, the United States Bureau of Employment Security has reported. Final figures for 1951 are expected to reach \$7,800 million.

In spite of serious drains on the fund from unemployment in Detroit and other areas disrupted by the defence program, unemployment insurance tax collections are estimated to be about double unemployment benefit payments for the year.

States Collect

Unemployment insurance taxes collected by the states are deposited in a federal unemployment trust fund and are withdrawn by the states to finance disbursements to the unemployed. Each state has its own account.

The employment situation is reported as having been so favourable that the large inroads made on the fund during the heavy unemployment in 1949 and early 1950 have been more than restored.

Close to Million Jobs Found by NES in 1951

A total of 918,233 jobs were filled by workers recruited by the National Employment Service in the 12-month period from December 29, 1950 to December 27, 1951. A breakdown by provinces of the total placements made by NES during that period follows:—

Province	Regular Placements	Casual Placements	Transfers-in (Clearance)	Total Placements
Newfoundland	1,980	420	70	2,470
Prince Edward Island.....	3,889	1,658	399	5,946
Nova Scotia	22,592	7,648	289	30,529
New Brunswick	21,042	7,476	1,432	29,950
Quebec	196,997	20,182	6,795	223,974
Ontario	286,442	55,957	9,741	352,140
Manitoba	36,518	18,509	1,142	56,169
Saskatchewan	26,872	9,028	1,606	37,506
Alberta	60,940	17,598	2,883	81,421
British Columbia	77,966	17,021	3,141	98,128
CANADA	735,238	155,497	27,498	918,233

Of the total placements made by the NES in 1951, 735,238 were regular placements, 155,497 were casual jobs, and 27,498 were openings filled by workers brought to their jobs from other areas through the "clearance" system of the employment service.

The minister described the "clearance" system as a systematic means of enlarging, when necessary, any particular labour recruiting area by circulation of job openings to local employment offices outside the locality where the orders were first placed. When a special class of worker is required, orders may be circulated from coast to coast.

"The advantages of such a system to both employers and employees is obvious," said Mr. Gregg. "The larger the market,

the greater the possibility of effectively matching the worker with the job."

Included in the total placement figures were 14,344 jobs found and filled by workers with physical disabilities. Of these placements, 10,697 were for physically-handicapped men and 3,647 for women with disabilities, these placements being made by the Special Placements Division of the National Employment Service.

Most U.S. Seamen Now Working 40-Hour Week

With the new terms agreed on in maritime negotiations last June now in effect, the 40-hour work week at sea has become a reality for most of the United States' merchant seafarers.

Under new contracts involving three CIO organizations—the National Maritime Union, the Marine Engineers Beneficial Association and the American Radio Association—the 44-hour week at sea was the standard for the past six months and the 40-hour week became the rule on December 15. All the seagoing unions except three AFL groups—the Radio Officers Union, the Staff Officers Association and the Sailors Union of the Pacific—are now on the reduced work week. Of these three, the first two are about to sign a new contract which will provide for the 40-hour week retroactive to October 1, 1951.

The SUP, however, appears to be making no move to achieve the shorter week, reportedly because of an agreement recently reached with Pacific Coast employers calling for an extra crew member on each vessel and extra base pay and overtime because of the longer work week.

Three other AFL groups—the Seafarers International Union, the Brotherhood of Marine Engineers and the National Organization of Masters, Mates and Pilots—have had the 40-hour week at sea since October 1.

U.S. Textile Mills Seek Cut in Union Pay Rates

The textile Workers' Union of America (CIO) has announced that 51 United States companies employing 68,500 workers will seek pay cuts when present agreements expire March 15. The union said it would fight against any reduction.

The employers assert they need concessions to compete successfully with non-union concerns, mainly situated in the southern states. The union has indicated a willingness to accept higher work loads as a means of protecting its employers against southern competition.

Re-organized WEA Regains Part of Provincial Grant

The Workers' Educational Association, for 10 months the object of suspicion and distrust because of alleged friendliness to communism, has had part of its annual grant from the Ontario Government restored. James Rogers, WEA President, announced last month that the province has given the organization a \$500 grant. Formerly, the annual provincial grant was \$2,000.

In making the announcement, Mr. Rogers said: "The basic principle of the WEA will be to make available to working men and women the opportunities of an education in the liberal arts and to provide the facilities for the presentation and discussion of subjects of common interests. Privilege of membership shall be open to all who come under the term 'worker' and shall bar no one because of race, creed or political beliefs."

The WEA's new board of directors includes representatives from the TLC and the CCL, from the universities and from the WEA itself. TLC representatives are: A. F. McArthur, President of the Ontario Provincial Federation of the Trades and Labour Congress of Canada; Russell Harvey, Canadian Director of Organization for the AFL; and James Robertson, business agent of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC).

CCL nominees are: George Burt, President of the Ontario Federation of Labour (CCL) and Canadian Director of the United Auto Workers; Fred Dowling, Canadian Director of the United Packing-house Workers of America; and Cleve Kidd, Research Director of the United Steelworkers of America.

The universities are represented by Prof. Harry Logan, University of Toronto, and Prof. J. E. L. Graham, McMaster University, Hamilton.

James Rogers, James Skene, Syd Robinson and George Sangster are WEA representatives on the board of directors.

Cotterill Leaves CCL's Political Action Post

Murray Cotterill has resigned as national political action director of the Canadian Congress of Labour and has returned to the post of public relations director for the United Steelworkers of America (CIO-CCL), which he left in 1949 to assume the CCL position.

His duties with the CCL will be taken over by Henry Weisbach, who has been office secretary of the political action department. Mr. Weisbach will assume the title of Executive Secretary to the Political Action Committee.

Eamon Park, the Steelworkers' public relations director, has been named to head a newly-created legislative department of the USW.

Though Earnings Climb, Real Wages Rise Slowly

Where do average annual earnings really stand today in relation to real wages? Figures released recently by the United States Department of Commerce and the Bureau of Labour Statistics show what has happened to wages as shown on paychecks since 1929 and to what the wages will buy—in terms of the 1929 dollar.

While average annual earnings have been increasing, buying power has changed much less noticeably. The average industrial worker's annual wage in 1929 was \$1,421, with which he could purchase \$1,421 in goods. In 1949 his average annual earnings totalled \$2,866, with which he could purchase \$2,077 in goods priced on a 1929 basis.

Since 1949, average annual earnings have increased to \$3,024 in 1950 and \$3,311 in 1951. Purchasing power, however, has remained close to the 1949 level, having risen to \$2,163 in 1950 and \$2,175 in 1951, having reference again to the 1929 base.

The figures also indicate that miners, transportation workers, construction workers and factory workers have fared best in terms of real wages.

Productivity Pay Boosts To be Permitted in U.S.

The United States Wage Stabilization Board will permit wage increases based on productivity as soon as it can write a regulation, Chairman Nathan P. Feinsinger recently announced.

The WSB has already permitted payment of an annual improvement (productivity) factor in the automobile industry and a few others in cases where certain conditions are met. Such a wage increase can not be passed on in the form of higher prices.

In his recent Economic Report to Congress, President Truman said: "Wage adjustments to allow for increases in productivity, if carefully limited and firmly administered, can provide incentives which outweigh any inflationary effect."

Fewer Work Stoppages In U.S. During 1951

The labour-management front in the United States was more peaceful in 1951 than in any year since the Second World War, the Bureau of Labour Statistics has reported.

Both in terms of work stoppages, which numbered 4,650, and man-days of production lost—22,600,000—last year's records bettered even that of 1945, the final year of the war.

Not a single country-wide or industry-wide strike of prolonged duration occurred in the first full year of the re-armament program, the bureau said.

It figured there was a 40-per-cent drop from 1950 in man-days of idleness resulting from work stoppages, and a five-per-cent decline in the number of strikes.

Residence Regulations For Pensions Issued

The residence requirements for Canada's new old age security program have now been spelled out in detail.

The regulations, as approved by the Governor General in Council and announced by the Minister of National Health and Welfare, Hon. Paul Martin, follow the general principle laid down in the Old Age Security Act, which requires 20 years' residence in Canada; but they also define temporary absences and cover the cases of persons who have been out of the country for varying periods of time because of their business or profession.

Absences Allowed

A claim of 20 years' "continuous" residence in Canada will be accepted if temporary absences within that period do not total more than 1,200 days—an average of two months per year.

This provision has been made, Mr. Martin explained, so as not to penalize persons who have travelled abroad, visited relatives or been absent from Canada on short business or pleasure trips.

Special provision is made for five groups of people whose business might require longer absences from the country. They are persons (1) employed on ships or fishing boats; (2) employed on trains running out of Canada, operated by a railway company with its head office in Canada; (3) employed in lumbering or harvesting and not absent from Canada for more than six months at a time; (4) employed by the United Nations or any of its

specialized agencies; (5) employed as a representative or member of a Canadian firm or corporation. Their absences from Canada will not be counted against them for old age security purposes provided they maintained a home in Canada or had a permanent place of abode to which they had the intention of returning at the end of their employment abroad.

Canadian residents who go abroad as missionaries, as members of the Canadian armed forces or those of any ally of Canada, or as employees of the federal or any provincial or municipal government, will not be counted as absent for old age security purposes provided they return to Canada at the end of their duties abroad. Persons in this group are not required to maintain a home in Canada while they are away, Mr. Martin stated.

All these exceptions also apply to a married woman or widow who was absent from Canada because of the employment of her husband outside the country.

Working Population of Great Britain: 23 Million

At the end of September, 1951, the total working population of Great Britain was 23,482,000 (16,031,000 men and 7,451,000 women). This figure was 157,000 more than at the end of the previous June and 285,000 more than at the end of September, 1950.

The number of unemployed was estimated at 234,000, which figure was 47,000 more than at the end of June but 57,000 fewer than at the end of September, 1950.

In the armed services there were 840,000 at the end of September, 1951, 13,000 more than at the end of June and 132,000 more than at the end of September, 1950.

While there is some indication that some progress is being made in the redeployment of the labour force for defence production, the full labour requirements of the defence program are proving hard to find.

Nearly 20 Million in U.S. Worked Part Time in '50

Close to 20 million persons in the United States worked only part time—fewer than 35 hours per week—or worked full time for half a year or less during 1950, a sample survey by the Bureau of the Census, Department of Commerce, has revealed. This shows the extent to which the country's economy relies on intermittent and part-time workers.

These workers, mainly women and students, represented roughly 27 per cent of all persons with work experience in 1950.

Chamber of Commerce Publishes 1952 Policy

Inflation, industrial relations, immigration, education, and employment of the physically handicapped were subjects of policy declaration at the annual meeting of the Canadian Chamber of Commerce at Quebec City in October, 1951.

On the subject of inflation, the Chamber expresses approval of the Government's action in avoiding imposition of "a complex network of controls with their attendant administrative difficulties". Such controls, particularly if unaccompanied by control of wages and salaries, it states, would not strike at the root causes of inflation but would merely obscure the evidence. The declaration recommends continuation of the Government's anti-inflationary policies, subject to such modifications from time to time as changing conditions may require. It also urges upon the Government "the vital necessity of thrift in its own operations".

Labour Relations

The Chamber restates its views on employer-employee relations. "If Canada is to maintain a high standard of living for her citizens," the declaration asserts, "harmonious industrial relations are essential. In their turn, harmonious relations depend upon a more general recognition of the mutuality of interest of management, labour and capital, and between these three and the community they serve."

The maintenance and expansion of the high living standard enjoyed by Canadians are dependent on productive efficiency, it states. "Greater productivity is the key to national and individual prosperity, particularly under today's inflationary conditions. This greater productivity can be achieved in a number of ways. Firstly, through the continued introduction of an equitable sharing of responsibilities and initiative and of the resultant rewards therefrom. Secondly, through the constant search for improved methods of production and technological advances. And lastly, through more efficient and greater output without increasing the unit cost of the goods purchased."

A declaration on immigration points up the need for a more extensive immigration program if the country's manpower requirements for defence and production are to be met. Canada, the Chamber believes, should work toward the objective of doubling its population in the next 25 years, "giving us a population of at least 30 million by the year 1975".

Concerning education, the Chamber expresses the opinion that member boards and chambers and businessmen should be urged to work with provincial governments and local authorities towards improvement in education. To this end, the Chamber proposes to explore, along with other interested groups, the financial and other problems of expanding educational facilities and opportunities, including vocational and adult, throughout Canada.

Physically Handicapped

In another declaration the Chamber urges employment of the physically handicapped. "The placing of the physically handicapped in suitable jobs is recognized as an essential function of the rehabilitation process," it states. "Indeed, without it, much of the costly effort expended in restoring the handicapped to a productive and self-sustaining place in society fails in its aim; and an important source of employable manpower is not utilized."

Among other subjects on which the Canadian Chamber expresses its views are communism, international trade, freedom of enterprise, public finance and taxation, resale price maintenance, the St. Lawrence seaway and power project, and the desirability of holding most statutory holidays on the nearest Monday.

The full text of the policy declarations and resolutions as approved by the meeting is contained in a booklet issued by the Canadian Chamber of Commerce.

Job Evaluation Is USW's Main Objective in 1952

Job evaluation will be the main objective of the United Steelworkers of America (CIO-CCF) in this year's negotiations with Canada's "Big Three" steel corporations, it was announced by C. H. Millard, the union's national director, after a meeting of union leaders in Montreal in January.

"We have already reached the point," said Mr. Millard, "where hiring rates in Canada are as high or higher than American rates. The principle of equal hiring rates in the three Canadian mills was established in 1946.

"However," he continued, "rates for semi-skilled workers are so low that there is little incentive to seek promotion or advancement."

The union will seek a 5½-cent-an-hour increment between each job classification.

Ottawa Builders Seeking Apprentice Training Plan

Establishment of an apprentice training system was put forth as a major aim for 1952 by the Ottawa Builders' Exchange at their second annual meeting in Ottawa, January 15.

Although Ottawa schools provide some training for apprentices, it was pointed out that for more extensive education apprentices must be sent to Toronto. Establishment of courses in Ottawa, it was agreed, would enable employers to supervise the training of their apprentice tradesmen.

Appointment of a committee was proposed to look into the matter immediately.

New Booklet Lists All Correspondence Courses

A new booklet which for the first time brings together in one list all the vocational training correspondence courses at present available from the different provincial governments has been published by the Department of Labour.

All these courses were prepared by provincial governments, primarily for residents of their own province. However, under a reciprocal arrangement sponsored by the federal Government, all provinces issuing such courses had agreed to make them available to residents of other provinces.

Persons who wish to take advantage of these courses should apply to the correspondence course branch of the Department of Education in the province in which they reside, which will make the necessary arrangements. All courses prepared in Quebec are in French and are available to French-speaking persons in other provinces, while the English courses of other provinces are available to English-speaking persons in Quebec.

The booklet lists 122 courses, under the headings of Agriculture, Building Trades, Commercial, Drafting, Industrial, Mathematics and Physics, Mining, Navigation, Power (Auto, Diesel and Steam), Radio and Electronics and Miscellaneous. Fees range generally from five to 25 dollars; most are less than 15 dollars. Courses in trades and practical subjects are intended for those actually working at jobs in fields related to the course.

The booklet was the work of the Canadian Vocational Correspondence Course Committee, composed of representatives of provincial governments and of the Training Branch of the Department of Labour.

The Committee was set up to co-ordinate the work of the different provinces in this field, to avoid duplication and to further the development of vocational correspondence courses based upon Canadian practices and industrial standards.

Education is a provincial matter. However, the federal Government gave financial assistance by matching provincial expenditures on vocational correspondence courses and it had an interest in establishing a clearing house for ideas and plans, said Hon. Milton F. Gregg, Minister of Labour.

Apprentice Regulations Inadequate, Union Claims

Closer liaison between provincial and federal governments in the matter of trades training to encourage young men to qualify for essential trades is advocated by the Cornwall (Ont.) Trades and Labour Council.

The council, at its January meeting, also approved a resolution protesting the inadequacy of present apprenticeship regulations. An apprentice, it was pointed out, might receive an allowance of only \$15 a week during certain courses, while on others approved by the federal Government he may also draw unemployment insurance.

Copies of the resolution are being forwarded to the provincial and federal representatives for Stormont.

Benefit Payments in U.K. Go to 9 Million Weekly

The number of persons drawing benefit under Britain's national insurance scheme increased during 1950.

The second report of the Ministry of National Insurance, covering the period July 5, 1949 to December, 1950, states that in 1950, local offices dealt with nearly 25 million callers and some nine million payments were made each week.

In July, 1950, approximately 230,000 people registered at employment exchanges were receiving unemployment benefit or national assistance—20,000 more than in July, 1949.

The 2,800,000 claims for unemployment benefit, which includes repeat claims, received during 1950 represented an increase of 60,000 over the previous year. Claims from men were 21,000 fewer but claims from women rose by 75,000.

During the 18 months, 10½ million new claims for sickness benefit were received. In 1950, new claims averaged 137,700 weekly; in 1949 the average was 133,600.

AFL, CIO Opposed to Law On Communist-led Unions

The two major United States labour federations have rejected a legislative approach to the problem of communist-dominated unions.

A Senate subcommittee on Labour and Labour-Management Relations, headed by Senator Hubert H. Humphrey, raised the problem recently in questionnaires it sent to representative persons in labour, management, government and the public.

Philip Murray, President of the Congress of Industrial Organizations, has made public his reply. "Communists are on the run in the labour movement," he said, adding that legislation dealing with communist-dominated unions was "unnecessary and unwise."

Unions Can Do Better

The American Federation of Labour leadership also is known to believe that the unions themselves can do a better job of ridding themselves of communists than Congress can by mandatory legislation.

Mr. Murray, whose organization expelled 11 unions for following Communist policy, wrote Senator Humphrey that "we believe that if the government undertakes to determine what unions can represent workers in this country, it will have embarked upon the long trail toward government control of unions.

"In the dictatorships of the world, unions exist at the sufferance of the state," Mr. Murray said. "We in America do not want to take a single step in that direction.

"Legislation, with all its inherent dangers, is not necessary" to keep the communists on the run "and to reduce their powers to insignificance," Mr. Murray said.

Senator Humphrey asked three questions in the questionnaire: Is there an effective legislative approach to the problem of communist-dominated unions? Can you suggest the principles of statutory language that ought to be embodied in such legislation? Can you suggest avenues of inquiry that the subcommittee ought to pursue, particularly those avenues that have not already been studied by other committees?

George Meany, Secretary-Treasurer of the AFL, in his reply to the first question said "there is no way in which a labour organization can rid itself of communists, due to paragraph (b) (2) of Section 8 of the Taft-Hartley Act." That provision makes it an unfair labour practice for a union to attempt to cause an employer to discriminate against an employee on

grounds other than his failure to tender union dues under a legalized union shop contract.

Mr. Meany said that section had a "hampering effect" on unions desiring to rid themselves of communist members and, "therefore, it would be most helpful if the Taft-Hartley Act were repealed by the Congress."

He added that his answer to the first question made it unnecessary to answer the other two.

Offer Plans to Avoid Jurisdictional Strikes

Two recent developments in the labour field in the United States indicate that a partial solution to the problem of jurisdictional strikes may be effected. Both the AFL and the CIO have been taking steps whereby a policy of self-policing by unions will eliminate many jurisdictional disputes.

The CIO executive board has prepared a plan under which its affiliates will agree to be bound by the decisions of an arbitrator as to which union is entitled to represent a group of employees. The arbitrator has been authorized to decide which of the competing unions in a dispute shall be placed on the ballot in a National Labour Relations Board representation election; or he may decide that the CIO be placed on the ballot with the understanding that it would turn over its representation rights to whichever union had been designated by the arbitrator.

Other Solution

The other solution to such disputes occurred when the Labour Relations Board decided that it did not have the authority to render a decision upon a jurisdictional dispute between two rival AFL unions in the building trades in view of the fact that the unions had previously agreed to accept the decision of a Joint Board for the Settlement of Jurisdictional Disputes. This board comprised both employer and employee representatives.

Jurisdictional disputes generally fall into two categories. Work-jurisdiction disputes occur usually among craft unions whose charters define in detail the kind of work falling within the union's jurisdiction. Overlapping often occurs between union charters, or new kinds of work are called for which can be covered by more than one jurisdiction. A case in point is the installation of heavy machinery, which has long been claimed by the carpenters as

part of the construction of a factory but which has also been claimed by the machinists as part of their craft. The establishment of employer-employee arbitration boards is expected to eliminate many such disputes.

The second form of jurisdictional dispute is the organizational type, which occurs more frequently among the industrial unions whose charters specify the industries in which they may organize. Conflicts arise here because definitions of industries often overlap and also the same employer or the same plant may be engaged in more than one industry. An example of this is the chemical industry, which often includes parts of the oil industry, the paper industry and the gas section of the public utility industry. Cases have occurred in which the chemical workers have tried to organize workers also claimed by the oil workers, the paperworkers and the utility workers, all of whom are affiliated with the CIO.

The CIO's new plan for settling such disputes takes the form of enforceable agreements between the CIO and its affiliates without any direct employer connections, unlike the AFL Settlement Boards.

These plans, though designed to reduce conflict, have limitations. It is pointed out that joint settlement boards often cover small sections of a trade and do not represent all the various crafts engaged in one trade. Also, the CIO's plan is effective only with regard to CIO unions and cannot include those unions recently expelled from the congress.

The Labour Relations Board may at times effect the operation of settlement boards. If an arbitrator has selected one union in a dispute as the bargaining unit to represent a group of employees, the union's name will not appear on the representation ballot if the employees do not go along with the arbitrator's award and refuse to give their authorization.

U.S. Treasury Approves UAW's Area Pension Plan

A pension plan which allows workers to transfer from one company to another within the same area has been approved by the United States Treasury Department. The scheme covers 19 firms in the Toledo, Ohio, area employing 1,250 workers, members of the United Auto Workers (CIO).

A joint board of administration composed of four employers and four UAW representatives will direct payments from the pension fund.

By pooling their resources, the companies can more easily provide non-contributory, fully-funded pensions. The flexibility of the plan has attracted the attention of the United States Government, which regards the scheme as a possible encouragement for workers to move into emergency jobs where they are most needed during the present mobilization period.

The participating firms contribute seven cents per hour for each of their workers. Contributions began in November, 1950, and by the end of 1951, the pension escrow fund stood at \$162,865.75.

Pension payments are based on a maximum benefit of \$117.50 per month, including social security.

Workmen's Compensation Bulletin Now Available

The 1951 edition of "Workmen's Compensation in Canada, A Comparison of Provincial Laws", the mimeographed bulletin issued annually by the Department of Labour, is now available.

After an introduction which gives a general outline of the ten provincial workmen's compensation Acts and a detailed summary of the changes made in 1951, the pamphlet discusses the main points of the legislation, including administration, coverage, waiting period, medical aid, rehabilitation and accident prevention. The occupational diseases for which compensation is payable, and the death and disability benefits under each Act, are set out in tables, thus permitting a comparison between provinces.

In 1951, the "waiting period" which must elapse before compensation is payable was shortened in three provinces, Manitoba, Ontario and Prince Edward Island. Allowances for burial expenses were increased in New Brunswick, Ontario and Prince Edward Island. In Nova Scotia, Prince Edward Island and Saskatchewan, the benefits payable to children under 16 were raised. Prince Edward Island and Saskatchewan provided for a higher monthly payment to a widow, and Ontario increased from \$100 to \$200 the lump sum which a widow receives. Manitoba and New Brunswick increased to \$3,000, and Ontario to \$4,000, the maximum annual earnings on which compensation is based. Benefits fixed in 1951 under the new Act of Newfoundland are included in the bulletin.

Copies may be obtained from the Legislation Branch, Department of Labour, Ottawa.

23 Major U.S. Areas Have Surplus of Labour

Twenty-three major areas in the United States, including New York City, now have a surplus of workers; but the outlook is for absorption of the surplus as defence production gains, the Department of Labour reported late in January.

Economic factors associated with the mobilization program were primarily responsible for the surplus labour supply, especially in Detroit, Flint and Grand Rapids. These three Michigan cities have been added to twenty other areas in the Labour Department's labour-surplus category.

Among the factors that caused the surplus were material shortages, tightened production controls, slackening of consumer demand for some goods and normal seasonal curtailments of employment due to adverse weather and cutbacks in construction, food processing, textiles, apparel and tobacco.

"The over-all outlook," said Maurice J. Tobin, Secretary of Labour, "is for a tightening in labour supply as seasonal forces expand job opportunities this spring and summer and as defence production gains momentum. As additional billions in defence procurement contracts are let and new facilities and plants constructed, job opportunities will expand rapidly.

"The extent to which we will be able to alleviate unemployment in areas with substantial labour surpluses will depend, however, upon the success achieved by government and industry in effecting a more even distribution of defence job opportunities through placing more new contracts and facilities in areas where labour is available."

Despite the widespread labour surpluses, the Bureau of Employment Security, which made the survey, stated that "unemployment nationally is still relatively low."

2 Million "White Collar" Workers in U.S. Unions

Approximately two million "white collar" workers in the United States, out of about 15,000,000 employees so classified, are union members, according to a report recently issued by the United States Department of Labour. The term "white collar" includes workers in clerical, professional, technical, sales and related positions.

The department's report includes only those unions primarily concerned with the organization of "white collar" workers or whose membership is comprised mainly of such employees.

Many industrial unions have enlisted a large number of these workers but the greater part of their activity has been outside this field. These unions were not included in the report.

British 1951 Wage Boosts Average 8 Per Cent

Approximately 12,000,000 British workers began the new year with something like £6,500,000 more in their weekly pay envelopes than they received last year. This increase, based on agreements negotiated in 1951, represents an average wage hike of about eight per cent, a post-war record. In 1950, wage rates increased by roughly two per cent.

Living costs, however, have risen in about the same ratio as wages. Latest published figures show the current wage index at 125 (June, 1947=100). This is 10 points higher than the level at the beginning of 1951. The price index during the same period increased approximately eight per cent.

Railroad Signalmen Mark Union's 50th Anniversary

To commemorate the 50th anniversary of its founding in 1901, the Brotherhood of Railroad Signalmen of America (AFL) has published a history of the union under the title *50 Years of Railroad Signalling*.

Beginning with an account of the organization of the first local, in the Altoona, Pa., yards of the Pennsylvania Railroad, the book narrates the history of the growth and achievements of the brotherhood.

Mention is made of the Canadian branch of the organization in the following words:—

In Canada, in the last five years, the organization has enjoyed the greatest progress in its history.

In 1947 the Canadian locals decided to amalgamate their system general committees into one general committee for the Dominion. E. J. Burman, who had been serving as a grand lodge representative, was elected a full time general chairman. Since then, first under Burman and then under Harold Stockdale, who became acting general chairman when Burman was assigned as a grand lodge representative to the Brotherhood's headquarters, the union has chalked up tremendous gains in Canada.

In that period, new locals have been installed and the Canadian membership has increased more than 30 per cent.

In 1951, there were 16 Canadian locals with a membership of 492. In Canada, the brotherhood is affiliated with the Trades and Labour Congress of Canada.

Extracts from Hansard of Interest to Labour

Immigration

December 21

Mr. G. K. Fraser (Peterborough West): Mr. Speaker, I should like to address a question to the Minister of Citizenship and Immigration, as I have had cases of immigrants from the United Kingdom who have been stranded in my own district owing to the fact that they have not been able to secure work. Will the minister say what is being done to look after those people who cannot find work in Canada at the present time?

Hon. W. E. Harris (Minister of Citizenship and Immigration): As the hon. member knows, Mr. Speaker, immigrants from the United Kingdom are, by our laws, free to come here whether there is assured employment for them or not. Nevertheless, the government attempts to find employment for those people both through the settlement service of the Department of Citizenship and Immigration and also through the good offices of the national employment service of the Department of Labour. If my hon. friend has any particular persons in mind and will let us know about them, we will do our best to place them. Nevertheless, we do not necessarily accept full responsibility for those who may be free to come here without assured employment.

Canadians Working in the U.S.

December 21

Mr. M. J. Coldwell (Rosetown-Biggart): I should like to direct a question to the Secretary of State for External Affairs. On December 19 certain questions were asked of the minister with regard to the United States selective service act as it affects Canadian citizens . . . I wonder if the minister has looked into the matter and if he can tell us whether there has been consultation, or if our government has made any representations with regard to this matter, since it affects Canadian citizens in the United States?

Hon. L. B. Pearson (Secretary of State for External Affairs): Mr. Speaker, I have some additional information on this matter which deals with the question which has just been raised by my hon. friend. The hon. member for Rosetown-Biggart asked the other day if the action of the United States in this matter of the application of the United States selective service act to

Canadians was unilateral with respect to Canada and not to other nations. That was one of his questions. The reply to that is that the United States law is applicable to all aliens "residing in the United States", except those who are nationals of a country with which there is in effect a treaty or international agreement exempting the nationals of that country from military service while they are within the United States. No treaty or agreement of this nature exists between Canada and the United States.

In reply to the other part of the question which the hon. member asked me, I may say that no representations have been made to the United States government except in a number of individual cases in which it seemed that there had been an incorrect application of the law by local authorities. In such cases representations were made.

The hon. member for Dufferin-Simcoe (Mr. Rowe) and the hon. member for Peel (Mr. Graydon) inquired about the position of students and temporary employees. The regulations are somewhat complex in this matter, but ordinarily *bona fide* students receive specific student visas and are not required to register in the United States under the Selective Service Act. Persons temporarily employed in the United States for periods of less than six months similarly are not required to register and in consequence do not come within the provisions of the act unless their period of employment exceeds six months.

Lay-offs in Refrigerator Plants

December 21

Mr. C. W. Hodgson (Victoria, Ont.): Mr. Speaker, I should like to direct a question to the Minister of Trade and Commerce . . . in view of the fact that I have had representations from some labour men in my riding who are employed making parts for refrigerators. They claim that last year less than 500 refrigerators came from the United States, whereas this year the number is 98,000, and that they are affected by having lay-offs in the plant owing to this fact. I was wondering whether the minister has had any similar representations from any other sections of the country.

Right Hon. C. D. Howe (Minister of Trade and Commerce): Mr. Speaker I have had representations; but I think the facts

are that resale price maintenance has had more to do with the situation than has dumping.

Mr. Fraser: The 25 per cent excise tax.

Mr. Howe: The 25 per cent excise tax applies on imports as well as on home manufacturers.

Unemployment in Textile Industry

December 27

Mr. W. G. Blair (Lanark): I should like to direct a question to the Minister of Labour. Is the government aware of the serious unemployment situation in the textile industry? If so, what measures are being taken to counteract this situation?

Hon. Milton F. Gregg (Minister of Labour): To reply to the first part of the question, the government is aware of the unemployment situation referred to. Just before Christmas I met a delegation dealing with this matter. As to the second part of the question, the situation will be considered by the government, and any decision reached will be announced in due course.

Dumping of Textiles

December 28

Mr. J. G. Diefenbaker (Lake Centre): I should like to direct a question to the Minister of National Revenue. ...Is the minister now in a position to say what is being done to meet the unfair competition of countries behind the iron curtain, such as Czechoslovakia, shipping into this country gloves and other textiles to the detriment of Canadians?

Hon. J. J. McCann (Minister of National Revenue): ...this matter was drawn to my attention also by a number of members as well as Canadian manufacturers, and it has been receiving our active attention for some time. An examination of the invoices covering these importations does not disclose any evidence of dumping as defined by the customs tariff, but we are endeavouring to ascertain the values at which these goods are sold for consumption in Czechoslovakia. As you will appreciate, this is a somewhat difficult task but we have been in discussion with the Czech authorities with a view to satisfying ourselves as to the proper values.

As I indicated in my previous statement, there are great difficulties in getting the type of information which we should have in order to determine whether or not dumping actually exists. It is true that there are fairly large importations from Czechoslovakia which act to the detriment of our Canadian manufacturers but, according to

the law, the customs tariff, we must determine whether or not goods are being dumped; and the matter of determination is one of price and not of quality. We attempt to get the fair market price in the country of export and to see how that compares with prices under similar conditions in our own country.

Pension Tribunals

December 28

Mr. Gordon Graydon (Peel): I should like to direct a question to the Minister of National Health and Welfare. ...I notice by the press, that a board is being set up in various places to deal with the question of proof of age in connection with old age assistance to those in the 65 to 69 class. I was wondering whether that board will also have any jurisdiction over those over 70 who are attempting to qualify for old age security, but who have difficulty in proving their age.

Hon. Paul Martin (Minister of National Health and Welfare): ...I may say that the regulations which have been formulated pursuant to the Old Age Security Act, but which have not yet been tabled in this house, will provide for an *ad hoc* tribunal representing the pensioner, the government and a third party in the community, at no expense, simply to assist the department in doubtful cases. But lest my reply give the impression that there is undue difficulty, let me say again to my hon. friend that over 95 per cent of those who are entitled to apply have done so.

Retroactive Pension Payments

December 29

Mr. G. K. Fraser (Peterborough West): Mr. Speaker, will the Minister of National Health and Welfare answer the question I asked him yesterday?

Hon. Paul Martin (Minister of National Health and Welfare): Yesterday my hon. friend asked me: If an application for old age pension is sent in on or before January 1, 1952, but the applicant has not been able to secure proof of age before the end of January or February, will the old age pension date back to January, 1952? The answer is yes. My reason for giving that affirmative reply is based on the act itself. The reason I did not make the reply yesterday was that the section of the act which gives this authority is purely permissive in effect, and as I have anticipated tabling today the regulations pursuant to the Old Age Security Act, I preferred to wait until they were tabled.

I can now add that pursuant to those regulations, where applicants have difficulty in establishing their age and delay results therefrom, this will be regarded as a delay arising out of circumstances beyond the control of the applicant, and payment in such cases where the application form has been received in December, will be made retroactive to January 1.

Dumping of Refrigerators

December 29

Mr. C. W. Hodgson (Victoria, Ont.): I should like to direct a question to the parliamentary assistant to the Minister of Trade and Commerce, in view of the fact that I have received a communication from a labour group in my riding indicating that the work days had been cut from four to three days per week. On December 21 I asked a question about refrigerator freezer units and it was claimed that last year less than 500 refrigerators came from the United States whereas this year the number is 98,000. Has the government done anything to stop this dumping?

Mr. G. J. McIlraith (Parliamentary Assistant to the Minister of Trade and Commerce): I believe there is no evidence of dumping at all in so far as refrigerators are concerned. The departmental officials have checked into the whole question of refrigerators, their production and sale in this country. I recognize it is not appropriate to debate the subject or deal with it fully now, but I feel I should place on the record the fact that in the early part

of this year there was a rate of production on refrigerators that was very much beyond any reasonable expectation of consumption in Canada for this year. A considerable amount of the difficulty of that industry is due to that factor. As to dumping, I am not aware of any dumping within the meaning of the Act.

Placing of Orders Abroad

December 29

Mr. G. J. McIlraith (Parliamentary Assistant to the Minister of Trade and Commerce): Mr. Speaker, I should like to reply to a question asked yesterday . . . by the hon. member for Lanark (Mr. Blair), which was as follows:—

Is it true that the Canadian government has placed orders for army clothing in Britain, United States or France?

The answer is that no army clothing has been purchased in Britain, the United States or France with the exception of 75,000 pairs of socks of United States pattern and 50,000 pairs of cotton field trousers purchased in the United States last April and May to outfit Canadian troops training in the United States and proceeding to Korea. There was also an order for 2,590 kilts, involving seven different tartans, which were purchased in Scotland by the Department of Defence Production.

However, textiles have been imported when not available in Canada, but this has been done only after consultation with the industry. Wherever possible the material has been purchased in the greige, to be finished in Canada.

4 Provinces Formally Complete Old Age Assistance Agreements

Four provinces—British Columbia, Alberta, Saskatchewan and Quebec—have formally completed agreements with the federal Government for sharing the costs of old age assistance for persons between 65 and 69 years of age and for allowances for the blind over the age of 21, Hon. Paul Martin, Minister of National Health and Welfare, announced early this month.

An agreement covering old age assistance only has been completed with New Brunswick. Several other provinces and the Northwest Territories have indicated their intention of entering into agreements.

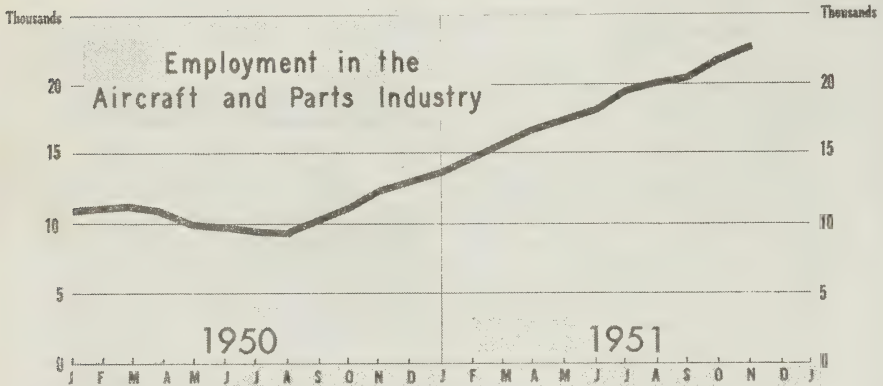
All agreements signed so far are retroactive to January 1, 1952.

The new agreements were made necessary by passage last June of a new Old Age Assistance Act, which provides that the federal Government will contribute half of pension payments up to \$40 monthly made by the provinces to persons between 65 and 69 years of age if their income, including assistance, is not more than \$720 a year for an unmarried person, \$1,200 for a married person, or \$1,320 for a married person whose spouse is blind.

Pensions for the blind, formerly part of the Old Age Pensions Act, were placed on a separate footing by legislation entitled the Blind Persons Act, also passed last June. The federal Government pays 75 per cent of the cost of payments to the blind.

Manpower in the Aircraft Industry

Canada's rebuilt aircraft industry, more complex than ever, provides a wider range of job opportunities and employs a higher proportion of skilled workers. Labour force in 1951 six times larger than in 1939



In the current industrial defence program, one of Canada's major efforts is being made in the field of aircraft production. Of a total of \$3,500,000,000 planned in defence expenditures over a three-year period, aircraft requirements are expected to reach about \$1,200,000,000, approximately one-third of the total.

Most of this aircraft appropriation is to be spent on fighter and trainer craft to be produced in Canada. Consequently, the Canadian aircraft industry, which had shrunk to a fraction of its wartime size by 1950, has had to be almost completely rebuilt. Plant capacity has been enlarged, more modern and larger machines procured, and a much larger labour force assembled.

The production of aircraft is a much more complex business now than it was even five years ago, because of the rapid development of the jet engine and of a multitude of automatic devices. At the same time, the Canadian industry has been moving towards a higher degree of production self-sufficiency, with the design, development and manufacture of both frames and engines being carried on in this country. In terms of employment, this has meant creation of a wider range of job opportunities and employment of a higher proportion of skilled workers.

Since August, 1950, the aircraft and parts industry has been taking on workers at a rate of nearly 900 per month. Its labour force has expanded from 9,000 workers at that date to more than 23,000 by the end of 1951. Continued expansion in employment is looked for until 1953, since several of the main plants are not yet in production.

This expansion in employment has taken place in a tight labour market, when the general employment level was increasing steadily. Consequently, some difficulty was experienced in obtaining skilled workers, particularly those required to design and set-up production. The recruitment of production workers to perform assembly-line tasks of a repetitive nature once production is underway has presented no problem. In fact, a great many more workers have applied for this type of work than the industry could absorb.

Employment Trends.—Before World War II, the aircraft industry in Canada was not a large employer of labour. The number of workers it employed in the early 1930's could be counted in the hundreds. Through the latter years of the decade, however, the total was steadily climbing and by 1939 had reached 3,600. The strong wartime demand for aircraft resulted in a precipitous employment rise

and the work force in the industry reached a peak of nearly 80,000 in 1944. A correspondingly sharp contraction took place from 1945 on, but employment was maintained at or near the 10,000 mark for the first five post-war years.

The current growth of the industry is centred in four large assembly plants, although several recently-completed parts plants will add considerably to productive capacity. These plants are mainly associated with the manufacture of jet engine parts, electronic equipment, and instruments. The advance in employment during 1950 was, as the title chart shows, at a fairly uniform rate. Reported employment, with the index of employment on the base 1939 equals 100, is given in quarterly intervals in the following table:—

Employment in the Aircraft and Parts Industry, 1950-51

	1950		1951	
	Employment	Index	Employment	Index
January	11,100	318	13,400	384
April	11,000	316	16,600	473
July	9,500	273	19,300	549
October	11,100	318	21,900	624

The main assembly plants in the industry are located in the Montreal and Toronto areas, with one exception. Firms manufacturing parts are more widely distributed, although most of these are in either Ontario or Quebec.

Estimates of future employment are difficult to make, as the current program is subject to revision to meet the changing needs of the Air Force or because of technical advances in aircraft construction. Under the program as presently constituted, however, the industry has by no means reached its planned capacity. One assembly plant plans to double its staff; another has not yet started to hire production workers in quantity; a recently-completed engine plant will soon begin large-scale hiring; and several new parts plants will come into operation early in 1952. In aggregate, an employment accession rate for 1952 comparable to that of the first year and a half of the program is indicated.

Through sub-contracting, this billion-dollar program has created additional employment which is almost equal in volume to that in the aircraft industry itself. In the production of modern planes it is necessary to farm out the job of making many specialized parts to hundreds of other firms, principally in the

electrical apparatus and iron and steel industries. Since this work is being carried on in plants whose primary activity is not aircraft production, the employment thus created has not been included in the data given above for the aircraft and parts industry.

Occupational Employment Requirements.—In the initial stages of hiring—for design, development and tooling-up—large numbers of specialists are required. These included mechanical and aeronautical engineers, draftsmen, machinists, jig and fixture builders and other skilled tradesmen who require several years training or experience.

When a plant gets into production, more semi-skilled and unskilled workers are hired. The assembly-line type of work is usually a simple, repetitive operation, requiring little training. Typical occupational requirements for this final stage of hiring include assemblers, inspectors, riveters and spot welders.

With the rapid development of aircraft design and of new production techniques, the occupational requirements of the industry have been gradually changing over a period of several years. Engineers, mechanics and machine operators are among the occupations which have come into increasing prominence as a result.

When the industry reaches full production, it will be possible to assess the changes which have taken place in its occupational structure. A rough guide to the composition of the work force in 1951 was shown by a survey made in a typical plant in October. Among production workers, the main occupational groups were: assembly, 24 per cent; sheet metal workers, 18 per cent; mechanics, 13 per cent; inspectors, 8 per cent; riveters, 6 per cent; and tool and die makers, 4 per cent. Office and maintenance staffs formed 17 per cent of total employment. Engineering and executive staffs were not covered; but a major aircraft producer in the United States has estimated that about one in every eight workers now is an engineer.

Labour Supply.—Aircraft plants report that hundreds of workers have been applying at the gate for work and that this has been the main method of hiring. Even with this surplus of applicants there has been difficulty in securing employees of the desired qualifications. The industry has therefore been seeking trained workers wherever they can be found—from other industries, from universities, and through immigration—to be added to the flow of personnel trained within the plant itself.

In the recruitment of unskilled and semi-skilled workers, the industry does not foresee any difficulty.

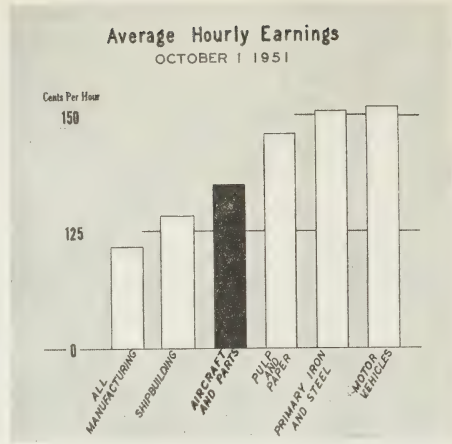
Many of the key occupations in aircraft work are also found in other industries, e.g., machinists, tool and die makers, electricians and patternmakers. Although other industries have expressed fear of "pirating" of skilled men by aircraft plants, airplane manufacturers are not in a particularly advantageous position for the recruitment of tradesmen. Other industries have been steadily expanding in post-war years and have been able to build up a core of experienced personnel which they will maintain if at all possible. Wage rates have been steadily increasing and the wages offered by aircraft plants are no higher, and in some cases lower, than rates offered for similar work in other industries (see accompanying chart). Lay-offs in consumer goods industries in 1951, however, stepped up the movement of skilled labour from other industries into aircraft work.

With domestic supply unable to meet the demand for specialists, the industry has turned to immigration as a supplementary source of these workers. Representatives have been sent to Europe by the large assembly plants to recruit and screen applicants. Hundreds of engineers and technicians from the United Kingdom and other European countries have been brought in and, on the whole, have proved very satisfactory.

On the other hand, the industry is worried about losing skilled men to aircraft factories in the United States. American firms have been seeking workers both in the Montreal and Toronto areas, offering higher wages and other inducements. Engineers and draftsmen, of which shortages already exist, are particularly in demand.

Many of those seeking employment in aircraft plants have had previous civilian or military experience in aircraft work. However, it has been estimated that as low as 10 per cent of those applying can be classed as skilled aircraft workers. In the early stages of hiring, few could be taken on; but, for production work, they have proved useful.

Training Programs.—A certain number of qualified workers have become available through upgrading of existing staffs and the institution of in-plant training programs. In regard to the latter, studies have been made by the industry of the



jobs it has to do, with estimates of the number of employees required and analysis of each job for production and teaching purposes.

For most production line work, the training time required is relatively short. Depending on the job, this may vary between one month and a year. Since training of a tradesman may take several years, wherever possible skilled jobs are broken down into a number of operations to enable a group of workers to perform all the functions of a specialist.

The estimated training times required for the various levels of skills in a typical training schedule are: two years for engineering graduates; three years for high school and technical school graduates training to be skilled tradesmen (two years to be draftsmen); six weeks to train machine operators; and one month to train riveters. For selected occupations in the industry, approximate training times are given in the table on page 145.

Employment of Women.—Should a general labour shortage develop, the recruitment of semi-skilled and unskilled workers might become a more difficult problem. There are several possible sources of additional supply, one of which is women workers.

Aircraft work is generally well-suited to the employment of women, with about two-thirds of all production jobs being classified as suitable. Assembly and light work offer the best employment opportunities—welding, detail fitting, operating light machines and fabric work.

During World War II, special machines and assembly lines were developed to permit the use of large numbers of women workers. At the peak of employment in

1944, about 25,000 women were employed, more than 30 per cent of the total. In the present expansion of the industry, women workers have not played as important a role. With more men available, few women are employed on production work. The proportion of women in the total number of wage and salary workers has remained constant at about 10 per cent over the past two years. Most of these are office workers. As more work of the production type gets under way, there will be an increase in jobs for which women workers are particularly suited.

The following table indicates the suitability for women, and the approximate training time of selected occupations in the airframe industry:—

By the beginning of 1952, the basis for a complete aircraft industry had been created in Canada and combat planes of the most advanced design and construction were being turned out. For the first time, aircraft engines are to be produced in Canada, both jet and piston-type. In terms of labour, this has meant the pulling together, in a relatively short period, of a large force of workers trained in the specialized skills required for production of the most complex of modern means of transport. This feat had been accomplished without severe limitation on production schedules. Since the peak in the program is not expected until 1953, continued growth in the capacity and production of the industry can be looked for throughout the coming year.

Training Grade and Suitability for Women in Selected Occupations in the Airframe Industry		
Occupation	Training Time	Degree of Suitability
Aircraft Mechanic	More than two years	Unsuitable
Electrician	More than two years	Partially
Fabric Worker	Six months to one year	Suitable
Final Assembler	Six months to one year	Suitable
Instrument Man	One to two years	Suitable
Machinist	More than two years	Partially
Major Assembler	One to two years	Suitable
Sub-assembly Installer	Two to six months	Suitable
Painter, Spray	Six months to one year	Suitable
Patternmaker	More than two years	Suitable
Riveter	Six months to one year	Suitable
Sheet Metal Worker	One to two years	Partially
Tool and Die Maker	More than two years	Partially
Welder (arc or acetylene)	Six months to one year	Suitable
Welder (spot)	Two to six months	Suitable

Ninth Annual Federal-Provincial Farm Labour Conference, December, 1951

Canada faces farm labour shortage in 1952, delegates agree. Need for immigrants to supplement farm labour force accepted by the conference

Canada is facing a farm labour shortage in 1952, according to delegates to the ninth annual Farm Labour Conference in Ottawa last November 30, December 1 and 2. The conference agreed that it will be necessary to supplement the farm labour force by immigration.

Establishment of a minimum wage rate for immigrant farm workers was discussed and, later, a scale of wages was approved.

When asked whether or not the provinces were in favour of continuing the joint farm labour program for another year, all provincial delegates except British Columbia's replied that their provinces would probably enter into Farm Labour Agreements for another year, if the program were continued. It was pointed out, however, that no one could yet say whether such agreements would be made this year.

The three-day conference was attended by directors of farm labour and other officials from all provinces except Newfoundland. W. W. Dawson, Director of the Special Services Branch, Department of Labour, was chairman.

Also attending were officials of the National Employment Service and the federal Departments of Agriculture, Labour, and Citizenship and Immigration; and representatives of the International Labour Organization, the Canadian Federation of Agriculture, the United Kingdom High Commissioner's Office, the United States Embassy and the United States Employment Service.

Main items on the agenda were: reports of provincial directors of farm labour and regional employment officials on the past year's activities, federal-provincial agreements and the program for the coming year, the manpower outlook for 1952, seasonal movements of labour, farm labour requirements and immigration.

Dr. J. G. Taggart, Deputy Minister of Agriculture, addressing the conference delegates at the opening session, referred to the farm labour program as an outstanding example of effective co-operation between federal and provincial governments on a specific job. He stated that the problem of meeting the labour requirements of farmers was handled much better on a co-operative basis than if conducted by individuals, federal or provincial agencies.

Address of Dr. Arthur MacNamara

Welcoming the official representatives, Dr. Arthur MacNamara, Deputy Minister of Labour, credited the farm labour officials with having succeeded in taking care of the farm labour problem in Canada.

Referring to the farmers' complaints that some farm help is not particularly suitable, Dr. MacNamara acknowledged that in some cases there were legitimate complaints. He noted that farmers' sons were not staying on the farms and that experienced farm help was moving into industry. In view of this development, he felt that perhaps the time had come for an upward adjustment of farm wages.

Commenting upon farm placements, Dr. MacNamara stated that immigrant farm workers should be visited as soon as possible after placement. In this way many grievances could be eliminated and both the farmer and the farm worker would feel that an interest was being taken in them.

He considered that this was particularly important with respect to the placement of married couples on farms.

In order to maintain the agricultural labour force and, more particularly, married couples on the farms throughout the year, Dr. MacNamara recommended that the housing problem be faced and solved. With adequate accommodation, farm help would be encouraged to remain in agriculture.

Address of Minister of Labour

The Minister of Labour, the Hon. Milton F. Gregg, addressed the delegates on the second day of the conference. He stated that the Department of Labour, the Unemployment Insurance Commission and the National Employment Service have tried to keep the farm labour problem in its proper perspective in the national life of Canada. In connection with this, he recommended the strongest possible co-operation between all agencies connected with farm labour matters.

In order to have a comprehensive survey of the manpower situation, Mr. Gregg noted that the National Advisory Council on Manpower counted among its members competent agricultural representatives in addition to members representing labour, management, government and women's organizations.

The farm labour problem was not an easy one to solve, Mr. Gregg noted, for the armed services would continue to attract men from the manpower pool and the promise of immigration as a solution to agricultural needs had not been completely realized.

In connection with immigration, the Minister stated that Canadians should remember that many of the new arrivals had suffered greatly in Europe and were perhaps a bit inclined to over-rate their farming abilities in order to come to Canada.

Mr. Gregg asked that the community, the farmer and the immigrant use moral suasion on each other in order to achieve a better understanding between themselves and thereby help to solve many difficulties.

Provincial Directors' Reports

Prince Edward Island.—S. C. Wright, Director of the Farm Labour Service for the province, reported that the labour situation had been reasonably satisfactory during the year. In harvesting the hay crop, Prince Edward Island had received

the assistance of 73 workers from Nova Scotia and Newfoundland. During the potato picking season, 328 workers were obtained from Nova Scotia. Mr. Wright pointed out that return transportation was paid to these workers if their services had proved to be satisfactory. In the placement of farm help, Mr. Wright stated that much of the credit was due to the good work of the officers of the National Employment Service.

Nova Scotia.—S. E. Lewis, of the Nova Scotia Land Settlement Board, reported that in his province many farmers were cutting down their production due to the difficulty of obtaining farm help. He noted that local labour was at times unavailable, as workers left agriculture for employment in other industries where wages, hours of work and working and living conditions were more attractive.

Mr. Lewis expressed the opinion that the prices that farmers were receiving for their products were not sufficiently high to enable them to secure adequate help at today's wage rates. He noted that the farmer must rely upon immigration for some of his hired help.

Mr. Lewis noted that immigrant farm workers do not remain in farm employment until their undertakings had been fulfilled, many of them leaving the farm without giving the farmer any notice. He thought that the immigrant farm worker should be obliged to stay on the farm for a specified period. In this connection he recommended that the farmer and the immigrant conclude a contract so that the year's work might be more thoroughly planned by the farmer. Mr. Lewis asked that the conference work out a better placement program than the one presently in force.

Referring to farm placements, he stated that 56 displaced persons had been settled on farms during 1951, of whom 28 had already left. He remarked that although the local labour supply was low, there had not been too heavy a demand for workers during the apple picking season. Approximately the same number of workers had been supplied in 1951 as in 1950.

Mr. Lewis said that Nova Scotia would enter into a farm labour agreement for 1952.

New Brunswick.—E. M. Taylor, Provincial Director of Farm Labour, told the delegates that during the year, 119 displaced persons were placed in the province. This group was less experienced and less inclined towards agricultural work than previous groups, Mr. Taylor reported.

Quebec.—Alex J. Rioux, Director of the Farm Labour Supply Bureau, reporting on the 1951 farm labour situation in Quebec, noted that there had been a decline in the number of workers registering at local offices for farm work and that, to meet farm labour requirements, it was necessary to continue the movement of immigrant farm workers into the province.

Mr. Rioux pointed out the disproportion existing between the wages paid to farm workers and those paid in industry.

To help with the 1951 tobacco crop, 37 workers from the United States had been brought in, Mr. Rioux reported. This compared with the number of 41 who were obtained in 1950.

To assist with the western harvest in 1951, the province, working through the National Employment Service Offices and the provincial agricultural societies, had been able to provide 427 workers.

Armand Thériault, Primary Industries Employment Adviser for the Quebec region (NES), outlined to the conference the major labour movements in the province in 1951. He pointed out that the sugar refineries had requested some 1,200 workers, of whom only 871 had been made available. However, good weather had reduced the number needed and those referred to the industry proved to be adequate. In the actual harvesting of the sugar beet crop, a number of workers were supplied, several of whom were female workers.

Mr. Thériault noted that the movement of more than 400 harvesters to the West was smaller than in 1950. This was a result of a high level of employment prevailing in Quebec and also of Western requests for skilled workers who could operate combines and tractors.

Quebec had been able to send some 150 students to Ontario to help that province harvest its fruit crop. Summing up the situation in Quebec, Mr. Thériault said that, in general, farm labour requirements had been met and that no crop losses had resulted because of any labour shortages. He stated that the labour situation appears to be a bit more uncertain for 1952 and that Quebec had requested the federal Department of Labour for more Italian farm workers in the coming year.

Ontario.—J. A. Carroll, Assistant Deputy Minister of Agriculture for Ontario, reported that a bumper crop had been harvested in his province. In general, the planting and harvesting season in Ontario had been much later this year than previously.

Mr. Carroll noted that Ontario, as with many of the other provinces, was faced with a farm labour problem, because of the competition of industry for workers. To meet this, Mr. Carroll stated, many farmers were turning to mechanization. He also noted the trend from the dairy cattle industry to beef raising as a means of meeting labour shortages.

Mr. Carroll said that more than 7,000 immigrants had been placed on farms in 1951. Of this number, more than 1,000 were Italian workers.

To aid in the harvesting in Ontario, more than 500 workers had been obtained from Newfoundland, reported Mr. Carroll. The federal-provincial program whereby camps for student workers are operated under the general supervision of the Ontario Farm Service Force, was continued during 1951. Approximately 820 girls and 320 boys were accommodated in these camps. This was about 175 fewer than in 1950. More than 225 growers took advantage of this source of farm labour, the students being maintained in 24 camps.

Approximately 500 workers, most of whom were students and young men, were placed on farms during the year. In the movement of workers to farms for labour by the day, Mr. Carroll noted that some 1,500 were employed in this manner. He stated that this movement was mainly from Toronto to the outlying farms.

Referring more specifically to a possible farm labour shortage, Mr. Carroll told the delegates that during 1951 some 65 new industries had been established in Ontario and, he noted, they would add to the continuing industrial demand for labour during the coming year.

W. Davison, Agricultural adviser for the Ontario Region (NES), discussed farm labour placements in Ontario in 1951. He noted that 1,031 male DP farm workers had been placed during the year, in addition to 126 families and 130 couples.

In the movement of workers from the West, Mr. Davison stated that Ontario had received 371, fewer than in 1950. The Maritime movement was also limited, although more than 500 were obtained from Newfoundland, which made a total of some 700 Maritime farm workers.

In the movement of workers to the West, Ontario sent about 1,500 despite the late season and the need for labour within the province. Mr. Davison said that 1,463 workers were brought in from the U.S.A. to help with the tobacco crop, compared with 1,543 in 1950.

In regard to farm labour requirements, Mr. Davison stated that the province hoped to obtain 2,500 West German immigrants in 1952. He expressed the opinion that very few of the immigrants who were placed in agriculture in 1951 will remain on farms when their undertakings have been completed.

To meet industrial competition, Mr. Davison suggested that workmen's compensation, unemployment insurance, recognized hours of work and standard wages be made available to farm workers. He thought that agriculture should offer somewhat the same benefits as industry in order to attract workers. Without such measures, Mr. Davison felt, the farm labour problem would remain very difficult.

Manitoba.—H. R. Richardson, Director of Farm Labour for Manitoba, reported that the province had had a very difficult season. A late spring, late seeding and no general rainfall until the end of July had contributed to this situation.

He stated that, in general, the farm labour situation had been normal in the spring. About 330 displaced persons, of whom 180 were single workers, had been obtained for sugar beet work. Mr. Richardson stated that this group had been good workers, although the language difficulty had raised some problems.

In the immigration field, Mr. Richardson noted that Manitoba was interested in obtaining West German workers. He pointed out that currency restrictions were holding up the number who were available. Nevertheless, federal-provincial co-operation had resulted in 200 German immigrants arriving in Manitoba.

Mr. Richardson stated that these workers were doing a good job. He pointed out that 50 of the German workers had already paid off their obligation to the federal government and that 45 have partly paid off this debt.

The sugar beet crop was cited by Mr. Richardson as the best in a rather poor agricultural picture. About 175,000 tons are in piles ready for delivery, an increase of 25,000 tons over 1950. This would enable factories to maintain operations until March instead of January, as has been the case in previous years.

Saskatchewan.—L. J. Hutchison, Director of Agricultural Representatives for Saskatchewan, told the delegates that the fall had been a very poor season for the province, with rain most of the time. This delayed harvesting operations.

During the year it had been estimated that the farms would require about 1,500

workers. Approximately 1,900 were obtained from outside the province, some of whom travelled at their own expense.

A certain number of workers had gone to Montana for employment during the sugar beet harvest, but none were sent to Manitoba for the sugar beet harvest there. Ontario received some 200 workers from Saskatchewan for the harvest in that province, Mr. Hutchison reported. He pointed out that, despite mechanization, the need for farm labour was still a problem within the province.

During the harvest season, Saskatchewan received the services of more than 600 members of the armed services, who were released from duty for periods of from two to six weeks by the Department of National Defence.

Alberta.—R. M. Putnam, Assistant Deputy Minister of Agriculture in Alberta, stated that farm labour requirements were higher in 1951 in Alberta than in 1950 and that farm placements were about 25 per cent lower than in the previous year. As with many of the other delegates, Mr. Putnam felt that, as industry competed with agriculture for workers, workmen's compensation, unemployment insurance and other benefits were needed to retain workers in agriculture.

In labour movements, 187 men were sent to Ontario for the harvest. Of the 1,200 workers who had been estimated as necessary for the Alberta harvest, only 800 were obtained. Mr. Putnam stated that a good group of workers had come West for the harvest.

British Columbia.—Mr. W. MacGillivray, Director of Agricultural Development and Extension in British Columbia, reported that local labour shortages had appeared in his province. Also, a 90-day drought had ruined the strawberry crop in 1951.

Mr. MacGillivray stated that a billion-dollar boom in industry in the province was making it very difficult to obtain farm labour. He also said that some farmers' organizations had asked that workmen's compensation and unemployment insurance coverage be extended to agricultural workers.

Manpower

George V. Haythorne, Director of the Economics and Research Branch, Department of Labour, presented the delegates with an analysis of the manpower situation for 1952. Mr. Haythorne expressed the opinion that the labour situation might be somewhat easier next year. He

pointed out that there was still a shortage of metal, tool and aircraft assembly workers.

As the defence program had not yet reached its peak, the demand for labour had not yet reached its maximum. As the defence industries extended their operations, employment would be sustained to that degree. Mr. Haythorne suggested that immigration had contributed to the available manpower pool.

The mining, forestry and construction industries were cited by Mr. Haythorne as those in which high labour requirements could be expected in 1952. He pointed out that such industries with high labour requirements will compete with agriculture for manpower.

He noted that such benefits as paid vacations, paid holidays, the five-day week, overtime pay, accident and health insurance, unemployment insurance and workmen's compensation were factors that attracted workers into industry and away from agriculture. He also suggested that immigration alone should not be relied upon as a means of meeting the demand for farm workers.

W. K. Rutherford, Director of Employment of the National Employment Service, agreed with Mr. Haythorne's remarks on the manpower picture and added that this spring should see a large demand for workers in many industries, particularly in those cited by Mr. Haythorne.

Farm Labour Requirements

It was estimated by the chairman that from 15,000 to 20,000 immigrant farm workers would be required in 1952. The various provincial delegates could give only tentative estimates of their requirements for the coming year.

It was agreed by the delegates that a farm labour shortage could be expected next summer. In line with the remarks of several delegates about making available to farm workers some of the benefits enjoyed by the industrial worker, it was pointed out that farmers may have to take a more positive attitude towards working conditions on their farms in order to attract farm workers. As an example of this was the information presented to the conference that wages in industry had risen during the past six years by 72 per cent, while during the same period wages in agriculture had increased approximately 50 per cent.

During the discussion of farm labour requirements and the need to make farm

work more attractive to workers, the conference was addressed by Dr. W. F. Darke, Agricultural Adviser to the United Kingdom High Commissioner in Canada. Dr. Darke mentioned a few of the measures that had been taken in Great Britain to maintain the agricultural labour force. In order to make farm life attractive, unemployment insurance, workmen's compensation, national health insurance, better housing, better wages and lower hours of work had been made available to farm workers. He noted that the benefits made available to farm help plus paid vacations and paid holidays had been of great value in attracting young people to the farms.

For their part, farmers in Great Britain have tried to provide year round employment for their workers. They have attempted to plan their activities on an annual basis in order that there will be a more steady supply of work for the farm help.

In discussing wages, terms and conditions of employment on farms, the chairman said that in order to recruit the right type of immigrant for farm work in Canada and to have these workers remain in agriculture, it would be necessary to make some adjustments in wage rates and in living and working conditions for farm workers.

The question of establishing a new minimum wage rate for immigrant farm workers was discussed at length and several proposals were considered. It has since been decided that the following scale would apply:—

Minimum starting wage per month: \$55 plus board, lodging and laundry; Second month: \$60 plus board, lodging and laundry; Third month: \$65 plus board, lodging and laundry; Fourth month: \$70 plus board, lodging and laundry.

Wage rates beyond the fourth month will be a matter of arrangement between the employer and the worker.

Immigration

J. A. Paul of the Department of Citizenship and Immigration told the conference that during 1952 approximately 12,000 immigrants were expected from The Netherlands. Of this group, between 4,000 and 6,000 would be farm workers. The first 700 were scheduled to arrive in February of 1952.

With adequate shipping facilities and the proper agencies necessary to facilitate the movement of immigrants, it was expected that about the same number of immigrants would come to Canada in 1952 as in 1951.

With respect to the Dutch immigrants, it was pointed out that many eventually settle on farms of their own and thereby contribute to the total farm labour force.

The chairman suggested that farmers make known their labour requirements as soon as possible at offices of the National Employment Service. R. A. Stewart, a Director of the Canadian Federation of Agriculture, pointed out that the offices could not be expected to provide good farm workers at short notice.

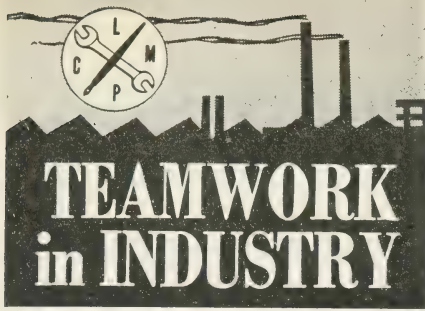
During the discussion on immigration, the conference was addressed by V. C. Phelan, Canadian Director of the International Labour Organization. Prior to joining the ILO, Mr. Phelan had been an officer with the Department of Labour and had been concerned with the selection of displaced persons and their movement to Canada.

Mr. Phelan stated that the farm worker of Western Europe did have a good background of knowledge and experience which could make him a good pupil of Canadian methods if he were shown patience and understanding by his employer.

Federal-Provincial Agreements

The conference discussed the advisability of entering into farm labour agreements for the coming year. The chairman asked the provincial delegates to indicate whether or not they were in favour of continuing the joint farm labour program for another year. He said that it was not possible for anyone to say definitely that Farm Labour Agreements for 1952 would be entered into, but that an expression of opinion on the value of the agreements would be appreciated.

The delegates agreed that last year's Farm Labour program had been carried out in a satisfactory manner and all the delegates, with the exception of Mr. MacGillivray of British Columbia, reported that their provinces would probably enter into Farm Labour Agreements for another year if the program were continued.



LMPC Formed at Hydro Project

The 3,000 employees working on the Sir Adam Beck Project of the Ontario Hydro-Electric Power Commission at Niagara Falls, Ont., are now served by a labour-management production committee. The announcement of the formation of this LMPC listed five objectives towards which the committee will work. These are: safe working conditions; increased production and work efficiency; increased understanding and co-operation; improved employer-employee communications; and improved recreation and entertainment.

The *Niagara News*, weekly publication of the employees, said: "In this era of international disputes, high production and efficient production must be maintained so that the democratic countries can keep a healthy economy and at the same time build up powerful defence forces. Now, more than ever in history, it is essential that labour and management become a great team because only by teamwork will our production problems be beaten."

The LMPC is composed of five divisional committees representing the main work sections—power house, canal, mechanical, electrical and intake—and a central committee. Meetings of divisional committees will be held weekly; the central committee will meet monthly. The central committee will study and pass on ideas, suggestions and recommendations from the divisional committees.

Employees on the project are represented by an Allied Council made up of 17 AFL craft unions.

* * *

The Canadian Pacific Express Company has extended its long-standing policy of employer-employee co-operation by forming labour-management committees in 39 of its branch agencies across Canada.

The objective of the committees will be: "To provide for and facilitate the co-operation of labour and management with the object in view to improve the efficiency of the service and enhance the reputation of the Canadian Pacific Express as a medium of quick and efficient transportation."

Canadian Pacific Express now has a total of 40 committees. The Toronto General Express Agency has had an LMPC since 1949, and it served as a model for the new ones. More than 3,000 employees are now represented by LMPCs.

Co-operating with the company in setting up these committees is the bargaining agent, the Brotherhood of Express Employees (CCL).

* * *

The LMPC at Phil Wood Industries, Ltd., in Windsor, Ont., sponsored its first annual Open House and Christmas party recently. More than 300 employees and their families attended. Arrangements, planning and organization for the affair were all under the committee's direction.

Local 195, United Automobile Workers of America (CIO-CCL) is the union participating in this LMPC.

* * *

A recommendation that "individual employers should take the initiative in promoting joint consultation within the factories with a view to increasing efficiency, in the belief that each individual employee has a contribution to make to the industry," was the central idea in the report of a British Productivity Team sent to the United States to study the lithographic industry there.

The team stressed the advantages of labour-management consultation as an effective means of promoting greater productivity. Noting the emphasis given to employee suggestions in America, the report said: "Constructive suggestions for increasing productivity greatly exceeded any ideas for improved welfare or better working conditions."

The team, composed of representatives of management and labour, strongly urged that methods of increasing productivity in the industry be jointly studied by labour and management.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Pat Conroy Named Labour Attaché at Canadian Embassy, Washington

Will be first Canadian labour diplomat in the United States capital. Mr. Conroy, former Secretary-Treasurer of the Canadian Congress of Labour, served in the trade union movement since he was in his teens

The joint announcement on January 16 by the Hon. Milton F. Gregg, Minister of Labour, and the Hon. L. B. Pearson, Secretary of State for External Affairs, of the appointment of Pat Conroy as Labour Attaché at the Canadian Embassy at Washington established not only a precedent—Mr. Conroy is the first Canadian labour diplomat in the United States capital—but reflected the liaison in labour and industrial relations between Canada and the United States which had its genesis in the co-operation of the working forces of the two countries during the war years.

In commenting on the appointment, the Hon. Mr. Gregg said that, in view of the growing importance of trade union activities and labour relations in the international field, the Government considered it important to make provision for closer contacts in this field of international activities.

Since Canada was already represented in London by a labour attaché in the person of J. F. MacKinnon, the appointment of Mr. Conroy to Washington in a similar capacity was further recognition of the status of labour in international relations. However, in Mr. Conroy's appointment, the Government selected one who had come up from the ranks of labour to a post of outstanding leadership in the Canadian labour movement.

The appointment of Mr. Conroy is a natural corollary of the development of the Canadian Embassy at Washington. With the two countries working in close co-operation during the war and its aftermath, and now in defence production, Canada, in addition to a military attaché, has at its Embassy counsellors of the Departments of Finance, Trade and Commerce, and Agriculture.

It follows that the Canadian Government would have a labour specialist at Washington when mutual problems of manpower, as related to industry, are of major importance to both countries.

The British Government has its labour attaché at its Washington embassy. Also,



Pat Conroy

From Colliery Boy to Labour Attaché

the Government of the United States now has 36 labour attachés in 30 different countries. In this connection, an extract from *Business Week*, published in New York, states:—

"As the problems and operations of labour have grown in scope and particularly in political significance, the need for full-time embassy people concerned with labour has grown, too. The labour attaché program got started in 1943 and was reorganized with the rest of the foreign service in 1946. That's when it took its present form, with control and supervision by the State Department and direction and co-operation from the Labour Department."

Serving as Mr. Conroy's "opposite number" as labour attaché in the United States Embassy in Ottawa is Joseph Godson, with a similar background of experience in the labour movement in the United States.

Pat Conroy, Labour Diplomat

On a day in October 1919, a raw Scottish youth in his teens boarded a steamer in Glasgow that was to take him out from an old environment of unbroken family servitude to a colliery pit into a service on behalf of those "Sons of Martha" who toiled in the maw of modern industry.

With but six grades of formal schooling behind him, Pat Conroy was embarking on a new life in a land of promise. This decision had been prompted by his revolt against the vicious cycle of circumstance which had predestined the male line of descent from generation to generation to unremitting toil at the pit face with its concomitant of poverty.

So, in breaking away from his native Lanarkshire, young Conroy also broke with an industrial age that is gone. And he did a lot to further its going.

It was natural that he would gravitate to the Drumheller coal field in Alberta. In so doing, he suffered no severance of union ties, for his transfer from the British Miners' Federation to the United Mine Workers of America was an automatic procedure.

And so it was that young Conroy became a member of Local 3857, UMWA, Drumheller. There were 13 mines of the Newcastle Company within the jurisdiction of this Local. At that time, the Alberta coal fields were a rough, tough, proving ground.

It was an era of insurgence with labour battling for fundamental rights. The newly-born League of Nations International Labour Conference had proclaimed in its first set of principles "that labour should not be regarded merely as a commodity or article of commerce."

In that atmosphere Pat Conroy received his labour apprenticeship. At the Local level he served on numerous mine workers' committees. Here, too, he realized that he must acquire a knowledge of the inter-play of social-economic forces in industrial and labour relations. Accordingly, all his spare time was devoted to study and reading and research into the complexities of labour economics. By self-discipline and application, he became a specialist in this field and acquired a mastery of the written and the spoken work that was later to make him a national figure in company-union negotiations and in convention arenas where his voice was the voice of Labour.

He progressed through the key local and district offices to the vice-presidency of District 18, UMWA, a position he occu-

pied until 1940, when he became vice-president of the Canadian Congress of Labour. In the following year, he was elected to the key position of secretary-treasurer of the congress.

He was a natural leader, and in his journeyings he was acclaimed by his fellows as one they could trust for his absolute selflessness. On one occasion, he was travelling with Angus Morrison, then, as now, secretary of District 18. They had an important appointment with the miners of Vancouver Island at Nanaimo. They missed the boat from Vancouver. But they were not going to fail their miners; they chartered a stunt plane that flew "by guess and by God". Half-way over the Strait of Georgia, the bush pilot told them to prepare for a crash landing on the ruffled waters.

By some legerdemain, the pilot kept his craft aloft until they neared Nanaimo Harbour. When he set it down, Pat and Angus emerged from a ducking to surprise the welcoming committee.

A greater sphere of service opened for Pat Conroy when he was appointed a Canadian labour representative to international bodies, notably, to conferences and committees of the International Labour Office. He, with other Canadian labour executives, was among the first to sense that Communist infiltration had hamstrung the World Federation of Trade Unions. There was only one remedy—to organize in defence of free international labour. Accordingly, he was among the various national leaders of the free trade union world to preside at the birth of the International Confederation of Free Trade Unions in London in February, 1949.

But long before this, he had fought the penetration of Communists into the ranks and office posts of Canadian labour.

He became the implacable foe, and the bitter target of Communists in this country. With personal courage and tactical skill, he fought them, and aroused and alerted the rank and file until the tainted unions were flushed out of the Canadian labour movement's major organizations. In this concerted action, these organizations earned the thanks of all constituted authorities in this country.

However, it must be said that Pat Conroy never hesitated to attack with vigour both federal and provincial governments for what he considered to be sins of omission or commission. He was always

ready to break a lance, and in the process, he was no respecter of leaders or Cabinets. This fact makes his appointment something unique, and it received practically unanimous endorsement throughout the country.

While no one fought with more determination for Labour, yet he earned the respect of Canadian employers because of his insistence on the strict letter and spirit of a labour contract. He would not countenance its violation by any "wild-cat" or irresponsible action by union members.

Though it hurt him sorely, he broke with his own congress on a matter of principle. Like a member of any government Cabinet, he adhered to the principle of "Cabinet solidarity". When he was sincerely con-

vinced that he could no longer conform, he went his own way—out of the Cabinet of Labour.

On many occasions he has been the storm centre in Canadian labour, but he was always fortified in his home life. He chose as his life partner comely Esther Green, a former American school teacher and sales force executive. He met her in San Francisco. That night they sat in a hotel lobby and listened by radio to the late Franklin D. Roosevelt inspiring his people in the grim days of the early thirties. They, too, were disciples of the "New Deal" for the "forgotten man". And so in their married life, Esther Green has remained the partner of her crusading husband.

Legislative Proposals Submitted to Provincial Governments by Labour

The briefs containing proposals for legislative and administrative changes submitted by labour organizations to the Governments of New Brunswick, Quebec, Manitoba, Saskatchewan and Alberta are summarized

NEW BRUNSWICK

New Brunswick Federation of Labour

An immediate implementation of a Dominion-wide social security plan on a contributory basis for all Canadians, regardless of their income, was advocated in the brief submitted to the New Brunswick government by the New Brunswick Federation of Labour (TLC).

A five-man delegation headed by President James W. Whitebone, MBE, submitted the 35-point brief of which the social security recommendations formed a part.

The section on social security stresses the need for uniform legislation in a scheme for health insurance framed to improve the health of all the people and urges the New Brunswick government to co-operate fully with the federal government in a plan that would include the following:—

"Health, hospitalization benefits, old age pensions, mothers' allowance, widows' allowance, and such other social measures which are necessary; along with financial assistance to the municipalities in the construction of modern hospitals.

"Also that the scheme include benefits to maintain income during illness, integration of curative and preventive work and the provision of the necessary technical personnel to guarantee to every person the maximum medical and dental benefits, labour representation on all hospital boards, and that all persons shall have the free choice of any professional services.

"And, that the problem of looking after a number of infirm cripples, who have no means of earning a livelihood be given due consideration, possibly having them covered by some pension scheme as the blind are at present."

QUEBEC

Quebec Provincial Federation of Labour

Three amendments to Quebec's Labour Relations Act were recommended in a brief to the provincial Government submitted recently by the Quebec Provincial Federation of Labour (TLC). The labour organization requested immediate action on the amendments, pending promulgation of the proposed Labour Code.

The federation pointed out that the Labour Relations Act does not in any way guarantee the right of the worker to belong to the union of his choice, that the Act is no longer a guarantee of stability and that it does not provide security of employment to the worker wishing to exercise his right of association.

Laying particular emphasis on the growth of employer-dominated unions, the federation's brief expressed the hope that present problems may be solved as others have been in the past.

The brief noted that "the labour movement in our province is now going through one of the most difficult moments in its history. It is exposed to very serious difficulties, the most serious of which is the unprecedented growth, especially in the last few months, of employer-dominated unions. We submit to your Government that such organizations seriously compromise not only the growth of legitimate trade unions but the entire social order."

The federation endorsed the proposed Labour Code calculated to ensure harmonious employer-employee relations.

The brief pointed out that when the Labour Relations Act was passed in 1944, organized labour felt sure that this law would guarantee the worker the right to belong to the union of his choice.

"Now we find today," the brief continued, "that due to changes in employer-employee relations and to interpretations given to the Act, workers are not guaranteed the right to choose their own union."

"If organized labour has finally accepted the restrictions imposed by this same Act on its right to strike," the federation added, "it has done so on the distinct condition that the law would guarantee its freedom of association."

The federation suggested that Section 2d of the Labour Relations Act, as now worded, be replaced by one drafted by the Quebec Federation of Labour, which defines the terms: employers' organizations, wage-earners' organizations and employer-dominated organizations.

The federation also recommended that Sections 3 and 20 be amended. The first of these sections provides that all employers and employees have the right to belong to an association of their choice and to take part in its legitimate activities. Section 20, as the federation would have it read, would provide that "no employers may try in any way to control, hinder, take part in or interfere in the creation or the activities of an employees' association" and that, on the other hand, "no employees' association, nor any person acting for such an association,

may join an association of employers, nor try to control, hinder, take part or interfere, in the creation or activities of such an association."

At the present time, the federation pointed out, a large number of employers refuse to, or do not, bargain for the purpose of entering into a collective agreement. After emphasizing that the federation does not hold that the employer should be compelled to enter into a collective agreement, but rather that the board should be authorized to compel the employer to make reasonable efforts towards this end, the brief suggested various amendments to Sections 4, 11, 11a and 12.

The amendment to Section 4 reads "any employer must accept, as representative of the workers in his employ, the representatives of an association to which an absolute majority of the said workers belong, and must bargain in good faith with them for the purpose of entering into a collective agreement."

The other amendments recommended, pertaining to collective bargaining, aim at expediting proceedings and ensuring that bargaining will be carried out in good faith.

The third important amendment proposed by the federation seeks to ensure security of employment for the worker wishing to exercise his right of association.

The brief urged that Section 21 be amended by adding the following: "Notwithstanding any other penalty provided for in the Act, any wage-earner dismissed for exercising his right to join the association of his choice may bring his case before a Court of Summary Conviction. The judge or magistrate will decide, according to the circumstances, whether the wage-earner must be re-employed by the employer with compensation for loss of wages, or receive compensation equivalent to the losses he suffered by reason of his dismissal, taking into account his seniority and acquired rights."

The federation would also like to see Section 49 on penalty proceedings replaced by the following section: "All penalty proceedings must be instituted by the board. Penalties provided by the law are imposed on summary action, in accordance with the Quebec Summary Convictions Act."

The federation recommended that all requests for incorporation coming from a labour or a so-called labour group be brought to the attention of the provincial Minister of Labour, or his representatives, before incorporation of the professional syndicate is published in the *Quebec Official Gazette*.

The federation asked the Government to provide the Minimum Wage Board with the means necessary to ensure a closer observance of the Act respecting industrial homework.

Having emphasized that the remuneration of arbitrators in cases of arbitration between a municipality and its employees grouped in associations may be reduced by Order in Council No. 35, and that the expenses incurred by the referees appointed by the parties must be paid by the latter, which is contrary to the usual practice in industry, the brief requested that this Order in Council be amended so as to re-establish the rates, and that such expenses be paid by the Quebec Department of Labour.

Stating that there is no provision in the existing Act respecting disputes between public services and their employees which entitles the authorities to force the public services to carry out the award, the federation asked the Government to amend the Act in order to provide for severe penalties in the case of any city or municipality which does not immediately comply with an arbitration award.

The brief urges the creation of a pension fund for firemen, with a minimum pension of \$100 a month, contributions to the fund being made by the Government, the municipality and the worker. The federation is also in favour of a 48-hour week for firemen.

Pointing to the fact that the farmer's standard of living has been greatly improved through the Farmers' Loan Act, the federation urged the Government to enact legislation which will allow the wage-earner to borrow directly from the Government.

Pointing out that discrimination is still practised against certain persons for reasons of race, creed or colour, the federation urged the Government to take the necessary steps to remedy this situation and to ensure full respect for the rights of all citizens.

The brief also contained recommendations on the following: collective agreements extended by law, abolition of appeals to municipal boards, maintenance of public works during the winter, scholarships for children of workers' families, subsidies for milk, fair employment practices, adoption of a safety code, payment of witnesses and jurymen and vacation stamp books.

Canadian and Catholic Confederation of Labour

The Canadian and Catholic Confederation of Labour, in its annual brief to the Quebec Government, asked for an adequate system of control to check the "really dizzy" rise in prices. The rising cost of living, the organization said, continues to create distressing problems for wage-earners.

"Those who do not enjoy the benefits of professional organization are, for the most part, in an almost desperate situation," the brief stated. "And collective bargaining brings about belated wage adjustments."

While congratulating the provincial Government for taking over rent controls, the CCCL declared that controls in the field of rents alone are not enough.

The brief then repeated a suggestion about arbitration of prices which has been made by the CCCL in every brief since 1947. The suggestion is that regulations be applied to prices "similar in nature to the regulations governing wages."

"The proposed formula is not as rigid as a system of controls," the CCCL pointed out, "but would oblige the producers of goods or services (with the exception of farmers and retail merchants) to submit to an arbitration court their requests for increased prices."

The brief specified that decisions of this court would not be binding but expressed the opinion that if applications for increased prices had to be justified before such a body, the rise in the cost of living would be checked to a certain extent.

Because "it is impossible for most wage-earners to pay the difference between the cost of the dwelling and the money to be obtained from a first mortgage," the CCCL brief suggested that, through agreements between the federal Government, the province and the municipalities, some system be found under which 100 per cent of the capital required could be obtained.

"As a first step in the carrying into effect of a house-building program by which the many families who do not have the initial capital necessary under present conditions could benefit, the Government could give this capital to families with six children or more." The brief recalled that the provincial Government used to give a lot in standing timber to any father of a family with 12 children or more.

The CCCL hoped that the Housing Committee, which had not yet presented

its report when this brief was prepared, will find a solution for the housing problem.

After emphasizing the need for reshaping the principal labour relations laws in the province of Quebec, the CCCL suggested that the Government incorporate into the legislation the recommendations made last fall by the Superior Labour Council.

The brief suggested some amendments to the Labour Relations Act.

The CCCL suggested that the Government should rescind the amendment to the Labour Relations Act with regard to briefs of prerogative, pointing out that the absence of any recourse in cases of denial of justice or exceeding of powers might lead to very grave abuses.

Pointing out that delays occur in the proceedings before the Labour Relations Board, the CCCL urged the establishment of a "simple and expeditious procedure devoid of judicial formalism". The brief specified that increasing the Investigations Division's staff would shorten delays.

The CCCL urged that the Act safeguard workers effectively against dismissals for union activity.

Finally, the brief voiced the CCCL's objection to the restrictions imposed on freedom of association by the various Acts.

The CCCL also suggested several amendments to the Trade Disputes Act in order to correct the "excessive delays which are causing uneasiness and discontent among the workers".

According to the brief, such delays in arbitration would be shortened by amending the Trade Disputes Act so that:—

"three days only be allowed the parties to designate their arbitrator.

"the chairman be appointed within seven days following the appointment of the arbitrators.

"if within 20 days following the conciliation officer's report or the request of either party to the Minister of Labour to establish a Board of Arbitration, said board is not established, the parties may resort to a strike or lockout, notwithstanding any other provision of the Act.

"This Board of Arbitration must submit its findings or recommendations to the Minister of Labour within 14 days following the appointment of its chairman, unless the parties agree upon a further delay."

Commenting on old age pensions, the CCCL deplored the fact that the means test had not been abolished.

After pointing out that the International Labour Office had recognized the principle

of equal pay for equal work and that the province of Ontario had passed a bill along that line, the CCCL requested that the provincial Government follow suit and do away with "the discrimination which victimizes female workers in some industries".

The brief pointed out that, despite a 10 per cent increase, the wage rates shown in the Minimum Wage Board Order No. 4 were still too low. The CCCL suggested that, before renewing or amending an order, the Minimum Wage Board should "invite the professional organizations concerned to an interview and consult them on the matter".

The CCCL would like all allowances paid by the Government under existing social legislation to be raised in proportion to the increase in the cost of living.

In its brief, the CCCL also endorsed the anti-alcohol campaign undertaken by the archbishops and bishops of the province of Quebec. "It is a matter of common knowledge that the Act concerning alcoholic liquors is one of the Acts most often violated, and too often with impunity," the brief stated.

The first thing to be done, according to the CCCL, is to insist upon full observance of the Act. The brief also suggested that the number of permits granted to sell alcoholic beverages be substantially reduced.

The CCCL also requested that the Government ban all immoral publications, help to close bawdy houses and intensify its fight against commercialized games of chance.

The brief asks the Government of the province of Quebec to declare the 24th day of June a national holiday for French-Canadians and to order all establishments to close their doors on that day.

The CCCL also asked that the Government enact a law stipulating that all religious feasts be kept as holidays and urged stricter observance of the Lord's Day.

This year the CCCL added to its brief a new statement of principles adopted at the general convention held in Quebec last September (L.G., Nov., 1951, p. 1492).

As it has done in the past, the CCCL submitted a supplementary brief listing the amendments to different Acts requested by the conventions of the organization.

The main amendments requested concern the Professional Syndicates Act, the Labour Relations and Trade Disputes Acts, the Collective Agreement Act, the Workmen's Compensation Act, the Industrial Establishments Act, the Act respecting Municipal and School Corporations and their employees, and the Cities and Towns Act.

Most of these amendments were included in the brief submitted last year by the CCCL (L.G., March, 1951, p. 328).

The CCCL requested that injunctions against an association of workers which calls a strike upon termination of proceedings and time limits provided by law be prohibited; and that, during the entire duration of a strike so called, the establishment concerned be required to close its doors if all the workers within the meaning of the Act are represented by the association or associations calling the strike. The CCCL also asked that any establishment concerned be required to stop production and all related activities in the case of a strike declared by an association representing production workers and workers in related occupations.

The CCCL also requested that employers be prohibited from hiring new workers to replace strikers and that picketing be prohibited during such a strike. Employers should be prohibited from taking reprisal action against strikers and every wage-earner should be reinstated in the same occupation he had before the strike, the brief recommended.

"As a last resort", the brief explained, "the Government could temporarily seize the business concern or concerns affected by the strike, in which case it would rightfully assume the responsibilities of management for the purpose of signing a collective agreement with the workers' organization, which agreement would be binding upon the employer in the same manner as he would have been bound had he negotiated and signed the agreement personally".

The CCCL considers it advisable to make school attendance compulsory until the age of 16 years. It favours free text-books in the schools. It also suggests that high school and university education be made more readily available to the less-favoured classes of society.

In the field of immigration, the CCCL urged the provincial Government to make an annual grant to private organizations concerned with obtaining immigrants sympathetic to French-Canadian aims in order that these organizations may attain their objectives.

The CCCL recommended that the creating of "company towns" be strictly prohibited, because such a system is "anti-democratic".

The CCCL requested that a Provincial Bureau of Statistics be established for the purpose of determining the rise in the cost of living, with surveys to be made by zones and with regard to the average family in the province of Quebec.

The CCCL brief requests that the Province of Quebec Bankruptcy Act be amended so that, in the settlement of a bankruptcy, workers' wages be considered preferential debt, with priority over all others.

The CCCL again recommended that the four per cent provincial-municipal sales tax be removed from all articles.

As previously, it went on record as favouring the establishment of a provincial lottery.

MANITOBA

Manitoba Federation of Labour

Requests for amendments to the Labour Relations Act permitting the check-off of union dues, for the appointment of a person resident in Manitoba to bargain collectively with employees of extra-provincial companies whose boards of directors do not meet within the province, for an increase in the benefits under the Workmen's Compensation Act and for the establishment of a two-week vacation under the Vacations With Pay Act, were contained in a brief submitted to the provincial Government by the Manitoba Federation of Labour (TLC).

The federation asked that the Government responsible take steps to co-ordinate the activities of the agencies and departments administering workmen's compensation, unemployment insurance, family allowances and old age pensions. It further requested that the provincial Government assist in guaranteeing to every citizen a satisfactory retirement pension without a means test, 100 per cent compensation for injury from accidents whether in industry, at home or on the highways, adequate insurance against unemployment, allowances for children and proper maintenance for widows and blind persons who are not able to care for themselves.

In addition to its requests that the benefits under the Workmen's Compensation Act be increased, the organization asked that farm labour be brought under the provisions of the Act.

The labour delegation asked that the Hours of Work Act be amended to include Remembrance Day in the list of general holidays. It further urged that when workers are obliged to work on such days they be paid at double-time rates.

Among other recommendations, the federation asked that the provincial Government request the federal Government to increase the basic exemption on income tax

from \$1,000 to \$1,500 in the case of single persons and from \$2,000 to \$3,000 in the case of married persons. Federal-provincial co-operation in establishing a low-cost provincial housing scheme was also advocated by the delegation.

Canadian Congress of Labour

A bill of rights and a broadening of the basis of trade union membership through amendments to the Labour Relations Act were advocated in the brief presented to the Manitoba Government by the Canadian Congress of Labour on January 18. The brief was prepared by the Winnipeg and Brandon councils of the Congress, which represent all CIO-CCL locals in the province.

The brief contained a request that policemen be permitted to organize and to become an "integral part of a *bona fide* national labour organization". In addition, the labour councils urged that members of boards, commissions and agencies appointed by the Government be given bargaining rights under the province's labour legislation.

The congress unions asked that the Labour Relations Act be further amended in order that the Labour Relations Board may file mandatory court orders, which, if wilfully disregarded by an employer, would result in the business being administered by a controller until the orders were complied with. It was also requested that an employer be prevented from altering wages or working conditions, unless with union approval, during the period a trade union is being certified as a bargaining agent.

The brief contained a request for a bill of rights which would "... guarantee persons of all races, creeds, colour or ethnic or national origin equal rights in the field of employment, occupations, the owning and occupying of property, access to public places, membership in professional and trade associations and the field of education."

Among other items contained in the brief were requests for a minimum wage of 85 cents an hour, amendment of the Workmen's Compensation Act to provide 100 per cent compensation, extension of the Vacations With Pay Act to include holiday pay on a *pro rata* basis for workers who change their employment before vacation time, the establishment of a housing authority, and a provincial hospital scheme for all citizens.

SASKATCHEWAN

Saskatchewan Federation of Labour

Requests for minimum wage of 90 cents an hour, a 40-hour week everywhere in the province, and compensation for injured workers based on 100 per cent of earnings were contained in the brief submitted to the Saskatchewan Government by the Saskatchewan Federation of Labour (CCL). The brief was a synthesis of resolutions passed at the Moose Jaw convention in November.

The federation's brief also opposed every-other-day milk delivery and urged organization of a farm-labour bureau to promote good relationships and a better exchange of information between the two groups.

Should the provincial Government be unprepared to change immediately the basis for workmen's compensation payments, the federation proposed adjustment over a three-year period, with the first increase to the 85 per cent level during this year.

The labour group urged adjustment of all pensions in line with present living costs, establishment of an adequate industrial rehabilitation program for injured workers under the Workmen's Compensation Board and reintroduction of federal milk subsidies.

The federation also advocated that, when a public holiday falls on a Sunday, the following day be observed as the holiday, with pay regulations to apply similar to those now in effect for week-days. Any move towards compulsory arbitration of labour disputes was opposed and the declaration of provincial or federal election days as public holidays, without deduction of pay, was suggested.

The federation requested the provincial government to consider establishing a sickness and accident plan to provide security for workers in cases of sickness or injury not covered by workmen's compensation.

ALBERTA

Alberta Federation of Labour

The Alberta Government was asked to establish a new minimum wage, to amend the hours of work, vacations with pay and conciliation and arbitration provisions of the Alberta Labour Act and to seek an upward revision of old age pensions in a brief submitted by the Alberta Federation of Labour (TLC).

With respect to the Labour Act, the federation asked that a union be redefined as an international, national, or provincial

organization of employees, or a local branch chartered by or in good standing with such an organization. The Government was requested to amend the Act so that a majority of votes cast by employees entitled to vote in a certification election should decide the certification and not a clear majority of all eligible voters, as is the case at present. Also requested was an amendment which would provide for the inclusion of the union shop clause in collective agreements where 66 per cent of the employees concerned had voted in favour of the clause.

Under the hours of work provisions of the Act, the federation called for the establishment of maximum standard working hours for an employee in any industrial undertaking, government institution or department of eight hours a day and 40 hours a week. This legislation would provide that there was no reduction in take-home pay.

The federation also asked that the vacation with pay sections of the Labour Act be amended in order that employees might have two weeks vacation with pay after one year's employment. It was also

requested that legislation be enacted granting employees double time rates for all work performed on statutory holidays.

The federation's brief renewed a request made to the Board of Industrial Relations that a minimum wage of 85 cents an hour for unorganized male workers and 72 cents an hour for unorganized female workers be established.

Increases in workmen's compensation benefits were requested by the federation, the most important of these calling for an increase in compensation payments from 66 $\frac{2}{3}$ per cent to 100 per cent of earnings and for an increase in the maximum figure upon which compensation is based from \$2,500 to \$4,000.

The federation asked that steps be taken to increase the old age pension to \$75 a month.

Other requests contained in the federation's brief asked that the school-leaving age be raised from 15 to 16 years of age, that jury fees be increased, that a modern agricultural college be established and that amendments be made to the Boiler's Act, the Highway Act and to the provincial liquor control regulations.

Manitoba Department of Labour Issues Annual Report for 1949-50

Larger staff made possible more intensive inspection work, especially in Mechanical and Engineering Division and Wages and Hours Division. The results of apprenticeship training proved to be most successful

The Manitoba Department of Labour reports that during the fiscal year ending March 31, 1950, a larger staff made possible more intensive inspection work, particularly in the Mechanical and Engineering Division, and in the Wages and Hours Division which broadened the scope of its annual wage survey. The results of apprenticeship training proved most successful and the Department expected that the pre-apprenticeship courses recently initiated would be of great value. In 80 per cent of the cases assigned to the conciliation services of the Department, agreement was reached between the disputing parties.

Apprenticeship Section

During the year under review, 359 apprentices completed terms of apprenticeship and were qualified as craftsmen in their various trades, 171 more than in the previous year. New agreements of apprenticeship numbered 347.

The report states that the proportion of apprentices registered from outside the Greater Winnipeg area remained at about 24 per cent of the total registration and suggests that the appointment of local

apprenticeship advisory committees in suitable rural centres might stimulate interest in apprenticeship training in those areas.

Pre-apprenticeship classes were held at Manitoba Technical Institute. Out of 83 students enrolled, 67 became apprenticed in their respective trades after completing the courses. Evening classes for apprentices were generally abandoned because of irregular attendance; the substitution of full-time day classes led to a much improved attendance and to increased interest.

Apprenticeship inspections were made during the year in 2,055 firms; 60 orders to comply with the Apprenticeship Act were issued.

The report notes that a considerable number of ex-apprentices were employed as superintendents or foremen in the building trades, proof of the quality of the training they had received.

Manitoba Labour Board

During the period under review, the Labour Board took over the administration of the Hours of Work Act passed in 1949. The board also administers the Labour Relations Act and the Vacations with Pay Act. From April 1, 1949, to March 31, 1950, 39 board meetings were held at which 433 applications or petitions were considered: 149 under the Labour Relations Act, 252 under the Vacations with Pay Act, and 29 under the Hours of Work Act.

Under the Labour Relations Act, 62 applications for certification were received and 50 of these were granted. Conciliation officers were successful in securing agreement between the parties in 40 out of 65 cases where their assistance was requested. Fourteen other cases were still under consideration at the end of the year. Eleven months of the period were entirely free of strikes or lockouts.

Under the Vacations with Pay Act, the board dealt with 99 complaints from employees under the general terms of the Act and with 59 complaints from employees in the construction industry, where the vacation credit stamp system applies. Vacation with pay inspection was carried on by the staff of the Wages and Hours Section, who forwarded to the Labour Board 4,218 inspection reports.

Under the Hours of Work Act, the board issued 23 orders allowing a limited exemption from the statutory obligation to pay employees at the overtime rate for any work in excess of eight hours in a day or 48 hours in a week (44 in the case of women workers). The orders issued involved 429 employers and approximately 3,911 employees.

Mechanical and Engineering Section

The staff of this section of the department have inspection duties under seven different Acts. A heavy program was carried out during the year.

Steam Boiler and Pressure Plant Act

A noticeable increase occurred in boiler installations because of new industries, new

apartment blocks, and a general increase in the use of steam in industry. To ensure that new installations conformed with the regulations of the Canadian Standards Association, all designs were examined and tests made on the boilers at intervals during construction.

In addition to boilers, all refrigeration units, unfired pressure vessels, wood-cutting machines, grain elevator equipment, and commercial and industrial oil burners are inspected by the Mechanical and Engineering Section. All welding on boilers, pressure vessels or pressure piping must be done by welders who have been tested and certified by the department in accordance with the American Society of Mechanical Engineers Code. The section is also responsible for the examination and classification of operating engineers in charge of high pressure steam plants.

Licences are issued by the department to persons who make application and who pass a written examination permitting them to install or service oil burners, equipment and controls. The increased use of oil for heating and in industry means that inexperienced and unauthorized persons are installing and servicing burners. For this reason, the report recommends the establishment of a system of issuing a permit to authorize the installation of an oil burner, so that the department may be able to check the equipment.

The Building Trades Protection Act

Under this Act, the Mechanical and Engineering Section inspects all types of construction work where scaffolds and hoists are used and all excavations. The report advises that the regulations to govern excavation work drafted in 1948 should be adopted by Order in Council, so that the inspectors will be able to enforce a standard. The department recommends highly the scaffold equipment of the Safety Scaffold Company. Twenty-six accidents occurred in the construction industry during the year, all of which were investigated.

The Public Buildings Act

Under this Act, the section inspected public buildings in rural Manitoba, co-operated with municipal officials in inspecting old buildings in the cities, and examined plans for new buildings and for building alterations. In addition, the building inspector assisted in the administration of the Fair Wage Act and the Vacations with Pay Act, posting schedules during inspections.

The Elevator and Hoist Act

All electrical and mechanical equipment necessary for the safe operation of elevators and hoists is periodically inspected. Plans for new installations or for alteration to existing equipment must be surveyed and approved. During the year a number of worn-out and unsafe elevators were replaced. No serious or fatal accident occurred during the year on hoists or elevators. Seven hundred and fifty elevator operators were examined; 3,101 elevator inspections and reinspections were made; and 1,217 orders were issued.

The Electricians' Licence Act

The report states that the department has under consideration the question of recognizing the 1947 Canadian Standards Association Electrical Code.

The number of applicants for journey-men electricians' licences increased, chiefly because of the large building program in progress in Manitoba. Examination results showed that candidates with apprenticeship training obtained a higher standard than other applicants with only helper experience.

The Amusements Act

The section also inspects theatres, projection booths and dance halls and examines and licenses cinema projectionists.

Industrial and Public Safety Section

The director of this section reports that with the increased development of industry in Manitoba, factory inspection is developing into a consultant service to manufacturers as well as a means of enforcing standards of safety and hygiene. It is seldom necessary to prosecute in order to ensure compliance with the Factories Act. During the year, 2,326 inspections were made, and 1,644 safety orders and 19 health and sanitation orders were issued. There was only one prosecution, which resulted in a conviction and fine, for operating a factory so as to endanger the safety of the employees.

Investigation was made into 359 accidents, including those which had caused only slight injuries, and in every case where adjustments or guarding was necessary, remedial orders were issued. During the year, 3,004 slight accidents, 56 serious injuries and 23 fatalities were reported to the department. Only eight of the fatalities occurred in industries within the scope of the Factories Act.

This section was also active in studying and revising plans for new factories. The

trend towards better factory accommodation continued through the year, with less overcrowding in factory buildings.

The safety director reports the increasing acceptance of the principle that safety devices for machinery should be built into the machine by the manufacturer. It is felt that machinery should not be offered for sale with guards as an optional choice.

Much time and effort were spent on safety organization and safety education. Safety committees are maintained in all large plants and keep in contact with the department. Staff members gave numerous safety talks, showed safety films, prepared and distributed safety posters, gave evening lectures under the auspices of the University of Manitoba, organized first-aid classes in industry, and conducted inspectors' conferences. All these activities were carried on by the Director of Safety, two full-time factory inspectors, and one part-time inspector. The report states that additional inspectors are soon to be appointed.

Until the end of the fiscal year, the Director of Safety was responsible for traffic safety as well as for industrial, home and general safety, but traffic safety was turned over to another department on April 1, 1950.

Wages and Hours Section

During the year the staff of this section devoted two-thirds of their time to the investigation of complaints and wage claims, which resulted in wage adjustments more than double those of the preceding year. The reason for this was the establishment of increased minimum wage rates by regulations issued in April, 1949.

The section is responsible for the administration of the Fair Wage Act, of which Part I applies to the construction industry. An annual schedule of rates and maximum hours of work is established by the Fair Wage Board for tradesmen and is enforced by the inspection staff of this section. In this industry, 717 inspections were made.

This section also administers the Minimum Wage Act, under which 3,029 inspections were made and 666 orders issued. Wages paid in settlement of claims under the Act amounted to \$14,453.67, while the corresponding amount for the previous year was only \$6,724.28.

The minimum wage regulations require that an employer must apply for and be given a training permit before he may pay learners' rates to an inexperienced employee who is being taught a useful trade. These

applications are examined by this section. Where applications are approved, permits are granted for periods not exceeding six months; these provide for progressive training rates below the established minimum. During the year, 274 training permits were issued for periods varying from two weeks to six months.

The report states that little difficulty is experienced in securing compliance with the One Day's Rest in Seven Act. The section carried out 141 inspections under this Act and issued 15 orders to correct violations.

Inspections were made of manufacturing and mercantile undertakings under the Vacations with Pay Act to see that one week's vacation with pay was being granted all employees, and of construction works in the Greater Winnipeg area to ensure that transitory employees were receiving

the appropriate amount of vacation stamps. Inspection reports were referred to the Labour Board.

The Wage and Salary Survey, initially undertaken the preceding year for the Civil Service Commission, was successfully repeated during the year under review. A questionnaire was filled in by 282 employers, and the questionnaire returns involved an analysis of 48,935 employees in 18 occupational groups divided into 187 job classifications.

During the year court proceedings were taken against four employers under the Minimum Wage Act and three employers in the construction industry under the Fair Wage Act. In all cases the employers were found guilty of paying a wage lower than the established minimum and were fined and ordered to pay the wage claims.

International Refugee Organization Thanks Canada

The International Refugee Organization through its Director-General, Mr. J. Donald Kingsley, has expressed its "sincere appreciation" to the Hon. Lester B. Pearson, Minister for External Affairs, "of the unstinted contribution made by the Canadian Government towards the solution of the global problem of finding homes for Displaced Persons and Refugees which was the task set this organization."

Continuing the Director-General said in part:—

"The establishment by Canada of Immigration Missions in the occupied territories, where these unfortunate people were mostly concentrated, immediately following IRO's inception in July 1947, was a most practical demonstration of tackling this problem with IRO, and has lead to an uninterrupted stream of migrants moving to Canada since that time. The measure of success of our combined efforts can best be judged by the more than 125,000 who have been admitted, and the thousands of success stories that have come back to us leave no doubt as to their successful integration.

"My own visits to Ottawa have indeed been a pleasure as my various problems were always met with sympathetic understanding by your Ministers and governmental officials. My Chief of Mission and the various staff members who have visited Canada during the course of the operations have continually reported the wholehearted co-operation afforded them, particularly by Colonel Laval Fortier, Deputy Minister, Department of Citizenship and Immigration, and Dr. A. MacNamara, Deputy Minister of the Department of Labour. I am fully cognizant and deeply grateful that on occasion decisions were taken that, while most

favourable to IRO's operations especially in its closing stages, were known beforehand to create large-scale difficulties for these departments in their implementation."

Space limitations precluded the Director-General from naming all the governmental officials "who have added their full weight to making the various Canadian resettlement schemes successful", but he concludes with particular mention of Mr. O. Cormier, who established the Immigration Mission in Germany; and Mr. R. Lamarre, Senior Labour Representative at Karlsruhe, Germany.

In replying to the Director-General, the Hon. Milton F. Gregg, Minister of Labour, to whom the communication was referred, expressed the pleasure of the Department of Labour in co-operating with the IRO in finding new homes for many unfortunate refugees, "who have sought a new life with us, are happy and contented and looking forward to becoming good Canadian citizens". The Minister added: "I know that Mr. MacNamara has shown a deep personal interest in the refugee problem and he keeps everybody concerned in the Department on their toes to see that every step taken to assist you was undertaken with despatch."

Dr. A. MacNamara, Deputy Minister, also expressed the Department's satisfaction in establishing the large number of unfortunate people rendered homeless by the ravages of war.

International Labour Organization

Fourth Session of the ILO's Inland Transport Committee

Secretary-General hopes transport can be made more productive, thus contributing to building of a world based on social justice. Labour problems affecting co-ordination of transport one subject on agenda

"I hope that practical steps will be taken towards the removal of such social injustices as might exist and to make transport more efficient and productive, thus contributing to the building of a world based on social justice," said Luis Alvarado, Assistant Director-General of the ILO, at the first plenary sitting of the fourth session of the Inland Transport Industrial Committee of the International Labour Organization.

Mr. Alvarado was secretary-general of the committee. The session was held at Nervi, near Genoa, Italy, from December 4 to 15, 1951. Attendance was the highest ever recorded. Delegates and advisers numbered 198, and 29 of the 31 member states making up the committee were represented.

One subject on the agenda was labour problems affecting the co-ordination of transport. Particular attention was devoted to the conditions of work of road transport workers in general and of personnel engaged in civil aviation.

A sub-committee report proposing the creation of a special section of the ILO to study civil aviation problems was adopted. A Polish resolution on peace was overwhelmingly voted not receivable, as it did not come within the terms of reference of the committee.

The scope of the committee, largest of the ILO industrial committees, extends to the various branches of the transport industry: railways, road transport, air transport, inland navigation, docks and piers.

The agenda for the session, prepared by the ILO Governing Body, contained the following items:—

The general report, which dealt particularly with (a) action taken by the various countries in the light of conclusions of

previous sessions; (b) steps taken by the ILO to follow up the studies and enquiries proposed by the committee; and (c) recent events and developments in the inland transport industry.

Labour problems affecting co-ordination of transport.

A Governing Body request for the session to deal with (a) the desirability of revising the 1939 convention on Hours of Work and Rest Periods in Road Transport; (b) clauses on conditions of employment for drivers of motor vehicles suitable for inclusion in a standard set of rules for operators engaged in the international transport of passengers and goods in Europe; and (c) a program of work on conditions of work in civil aviation.

Of the 31 member states making up the committee, the following 29 were represented at the session: Argentine, Australia, Belgium, Brazil, Canada, Chile, Denmark, Egypt, Federal Republic of Germany, Finland, France, Greece, India, Italy, Luxembourg, Mexico, Norway, Pakistan, Netherlands, Peru, Poland, Portugal, Sweden, Switzerland, Turkey, Union of South Africa, United Kingdom, United States and Yugoslavia. Since the third session in Brussels during May, 1949, Argentine, Egypt, Pakistan and the Federal Republic of Germany had become members and Yugoslavia, although previously a member, was represented for the first time.

Delegates and advisers in attendance numbered 198. In addition, observers attended from the United Nations, International Civil Aviation Organization, World Federation of Trade Unions, International Co-operative Alliance, International Transport Workers' Federation, International Federation of Christian Factory and Transport Workers, International Road Transport Union and the International Federation of Air Line Pilots Associations.

Canadian Delegation

The Canadian delegation was as follows:—

Government Delegates: G. R. Currie, Industrial Relations Branch, Department of Labour, Vancouver, B.C., and W. F. Anderson, Administrative Services Branch, Department of Labour, Ottawa.

Employers' Delegates: R. C. Johnston, Assistant Vice-President, Canadian National Railways, Montreal, and A. W. Gross, President, Automotive Transport Association of British Columbia, Vancouver, B.C.

Workers' Delegates: Thomas McGregor, General Chairman, Canadian Brotherhood of Railway Employees, Winnipeg, Man., and D. S. Lyons, Division 4, Railway Employees Department, AFL, Calgary, Alta.

Plenary Sitting

At the first plenary sitting, the secretary-general pointed out that the committee would devote particular attention to the conditions of work of road transport workers in general, particularly those operating interurban services, of the drivers of vehicles engaged in international traffic in Europe and of the personnel engaged in civil aviation. He stated that the same problems might present themselves in quite different aspects in different parts of the world and that the long experience of some countries should be made readily available to others through the committee and the International Labour Organization as a whole.

Sub-committees

The Inland Transport Committee set up a steering committee, three sub-committees and a working party. The sub-committees were: sub-committee on labour problems arising out of co-ordination of transport, sub-committee on road transport (to be responsible also for examining the clauses on conditions of employment to be inserted in the standard set of rules for European road transport), and sub-committee to examine the replies of governments regarding the action taken to give effect to the conclusions adopted at previous sessions of the committee. The working party was on conditions of employment in civil aviation.

Labour Problems Arising out of Co-ordination of Transport

The proposed resolution of this sub-committee noted that governments, in an attempt to ensure the best use of national

resources, are promoting policies to achieve effective co-ordination of transport and that the United Nations is considering, through its regional commissions, the measures needed to promote such co-ordination. The report also noted that labour costs constitute an important element in transport costs, that competition between transport undertakings should not be permitted to seek to take advantage of a lowering of conditions of labour and thus undermine attempts to establish a fair basis for co-ordination of transport and that it is desirable to apply in the transport field the principle of "equal pay for equal work".

The resolution laid down general principles relating to conditions of employment, transport on own account, social consequences of co-ordination, co-operation of employers' and workers' organizations, supervision of regulations and standards, and, finally, sanctions.

The resolution proposed that the director-general be authorized by the Governing Body of the ILO to communicate the report and conclusions of the sub-committee to the United Nations, and that he be instructed to continue to follow the discussions in the United Nations and in other international organizations relating to the subject with a view, whenever necessary, to bringing the social aspects of the question to the attention of those concerned.

The Chairman of the sub-committee, Mr. K. Vonk of The Netherlands Government, stated the main points of the resolution were (a) that labour conditions constituted an important element in the co-ordination of transport, and (b) that there was need for constant co-operation between employers, workers and government in working out transport co-ordination.

The aim of the resolution was threefold, he said. Firstly, equivalence in labour conditions should be attained; this did not mean uniformity but that suitable conditions should be worked out in each branch of transport. Secondly, equivalence should be attained progressively. Thirdly, when measures of co-ordination led to adverse effects on the workers, suitable remedies should be worked out between employers, workers and government to help the workers concerned.

The report of the sub-committee was approved by 101 votes to nil, with 4 abstentions.

The resolution was approved by 97 votes to 4, with 3 abstentions.

Road Transport

This sub-committee also dealt with the desirability of revising the Hours of Work and Rest Periods (Road Transport) Convention, 1939, which had not been ratified by a single country. The general discussion revealed the opinion that ratification had not been attained because the scope of the convention had been too wide and some provisions had been too detailed or too rigid. The sub-committee recommended that the Governing Body should open, as soon as possible, the procedure for revision of the convention.

The sub-committee brought forward proposed conditions of employment to be included in the standard set of rules for European road transport. The proposed conditions related to drivers' qualifications, hours of work and rest periods, wages, safety, social security, miscellaneous provisions and supervision of the application of the suggested provisions. The sub-committee recommended that the proposed conditions of employment should be transmitted to the United Nations.

The report of the sub-committee was adopted by 89 votes to 3, with 12 abstentions. The proposed clauses on conditions of employment of motor vehicle drivers to be included in the standard set of rules for European road transport was adopted by 53 votes to 25, with 27 abstentions.

Replies of Governments

The sub-committee recommended that the Governing Body should draw the attention of governments to the need for: (a) informing the office of the measures taken to implement resolutions adopted at previous sessions in time to enable the Office to communicate this information to the Committee at its next session; (b) replying as quickly as possible to requests for information so that the Office may issue documents for the committee within the prescribed time limits; (c) arranging for the information to be prepared in consultation with employers' and workers' organizations concerned; and (d) transmitting copies of this information to the employers' and workers' organizations concerned when it is forwarded to the International Labour Office.

The report of the sub-committee was adopted by 104 votes to nil, with 4 abstentions.

Conditions of Employment in Civil Aviation

The report and memorandum of the working party contained the following

proposals: (a) the field of activity of the ILO should be confined to the social aspects of employment problems in civil aviation while technical aspects were the province of the International Civil Aviation Organization; (b) the Governing Body should be asked to undertake a study, embracing all categories of personnel employed in civil aviation, on holidays with pay, social security measures and hours of work; (c) a special session of the Inland Transport Committee should be convened to discuss Civil Aviation matters; and (d) a special section should be created in the International Labour Office to study civil aviation problems.

The report was adopted by 76 votes to 3, with 12 abstentions. The memorandum to the Governing Body was adopted by 76 votes to 3, with 9 abstentions.

Resolutions

A number of resolutions were presented by the steering committee and approved. These dealt with the agenda for the fifth session of the committee, Working Conditions on Inland Craft in Asia and the Far East, Transport and Handling of Dangerous Goods, Technical Assistance in Inland Transport, Conditions of Work in Inland Transport in Asia and Africa, Limitation of Loads carried by One Man, Working Conditions in North Sea and Channel Ports, and Training of Dock Workers. Also approved was a resolution which invited the Governing Body to request the International Labour Office to study the problem of protection of dockers against dust resulting from the handling of grain.

The Polish delegation submitted a resolution concerning "Peace" but the steering committee recommended that it be not received as it related to matters not within the terms of reference of the Inland Transport Committee. The committee decided by 96 votes to 10 that the resolution was not receivable.

Canadian Participation

G. R. Currie and W. F. Anderson, Government Delegates, served respectively on the sub-committees on road transport, and labour problems arising out of co-ordination of transport.

R. C. Johnston and A. W. Gross, Employers' Representatives, took their respective places on the sub-committees on labour problems arising out of co-ordination of transport, and on road transport. Mr. Gross acted as vice-chairman of the latter sub-committee.

Thomas McGregor and D. S. Lyons, Workers' Delegates, served as member and substitute member of the sub-committee on labour problems arising out of co-ordination of transport. In addition, Mr. Lyons was vice-chairman of the working party on civil aviation.

Future Agenda

The committee decided to invite the Governing Body to include in the agenda of a future session of the committee the following items: (a) The conditions of employment in road transport other than

local public transport services; (b) The hours of work and rest periods of the travelling staff in long distance transport; and (c) The conditions of employment in local public transport services.

The chairman for the fourth session was Mario Cingolani, Italian Government Member of the Governing Body. Vice-chairmen were Frank Gilbert, Employers' Delegate from the United Kingdom, and S. Guruswami, Workers' Delegate from India. The Secretary-General of the committee was Luis Alvarado, Assistant Director-General of the ILO; John Price of the ILO acted as Assistant Secretary-General.

New Unemployment Insurance Act Now in Effect in Switzerland

Power to establish unemployment insurance funds given to the cantons. Workers may choose fund with which they wish to be insured. Private funds which meet with Act's provisions may receive federal subsidies

A new Act regulating federal unemployment insurance in Switzerland increases minimum benefits, prolongs the benefit period, and provides for a decrease in federal subsidies. The Act took effect January 1.

Before passage of the new Act, unemployment insurance was provisionally regulated by a Federal Council Decree.

Under the provisions of the new legislation, authority to establish public unemployment insurance funds and to make insurance compulsory is vested in the cantons. Workers liable to insurance are free to choose the fund with which they wish to be insured. Private funds, which are co-operative societies or associations, may be approved as funds to be granted federal subsidies. In order to be approved, both public and private funds must comply with the provisions of the Act; they must have at least 500 insured members and a registered capital proportionate to the number of insured persons.

To be admitted to insurance, workers must be domiciled in Switzerland; be engaged regularly in gainful employment which can be adequately checked; and be aged over 15, unless the canton raises the limit to 18 years, but under 60 years of age (unless the applicant was already

insured before reaching the age of 60). Insurance may not be made compulsory for federal civil servants or for permanent employees of federal undertakings or administrations.

Private funds have the right to reserve membership to certain classes of persons or to persons engaged in specified occupations.

Contributions are graded according to the earnings of the insured, which are determined annually.

Employers who are members of a joint fund must pay a contribution equal to at least one-third of the total aggregate amount of contributions paid by those of their workers who are members of the fund. Otherwise, employers do not contribute.

The federal government pays annual subsidies proportionate to expenditure. These are matched by the cantons, and where districts or municipalities take part in the administration of unemployment insurance, they also must contribute.

In order to be entitled to benefit, an insured person must be capable of and available for employment, taking into consideration his physical and mental capacities and his personal situation. He must suffer loss of earnings as a result of unemployment which has lasted at least for one whole working day within a pay

period of 14 days. Benefit is suspended if the beneficiary is out of work through his own fault or is in arrears with his contribution.

Where unemployment is caused by a collective labour dispute which has occurred in an undertaking other than that in which the claimant works, he is entitled to unemployment benefit unless the payment of such benefit obviously favours a continuation of the dispute.

Benefit is not paid for the first full day of unemployment in any calendar year. It is limited to 90 full days in a calendar year, and to 315 days in four consecutive years. After reaching the age of 65—the pensionable age—insured persons are entitled to a maximum of 360 days of benefit.

In case of prolonged and widespread unemployment, the Federal Council may extend by decree the annual benefit period from 90 to 120 days, and to 150 days in the case of a serious aggravation of the situation. Where the duration of the benefit period is thus extended, the maximum number of days' benefit for every period of four years is increased accordingly.

Special regulations may be issued governing workers in the building and hotel industries, and other branches of economic activity where work is liable to be interrupted as a result of atmospheric conditions or for other reasons inherent in the occupation; and frontier workers, home workers, and workers remunerated wholly or partly by means of gratuities or commissions.

Training and Employment of the Blind in Britain

Today blind persons work at jobs traditionally available only to the sighted. Nearly 12,000 sightless now employed or undergoing training

Today in British factories, blind persons are working at jobs which, traditionally, have been available only to sighted workers.

Although efforts on their behalf had been made for many years before, it was not until the outbreak of the Second World War that any progress was achieved in placing blind persons in ordinary industrial occupations. Careful research and training by interested agencies and organizations have made this encouraging progress possible. Among these organizations are the National Institute for the Blind, the national and local governments and voluntary agencies.

In 1944, under the Disabled Persons (Employment) Act, the British Minister of Labour and National Service set up a Working Party to study ways and means of developing the employment facilities available to the blind. The party's report, issued early in 1951, is discussed in the August-September issue of *International Labour Review*, an ILO publication.

For nearly two centuries, welfare activities for the blind were carried on by voluntary agencies. Since the Blind Persons Act of 1920, which made their welfare a duty of local government, the National Government has assumed an

increasing share of the responsibility, either directly through its own activities or by supporting voluntary organizations, financially and otherwise.

The Working Party's report disclosed that there are at present about 87,000 registered blind persons in Great Britain. About 36,400 are within the normal working-age range of 16 to 65, and of these nearly 11,500 are employed or undergoing training.

Education of Blind Children

For blind children up to the age of 16, full-time education is compulsory. While they are educated by special methods in separate schools, they receive primary and secondary education similar to that of sighted children. In the majority of cases, these children continue their education in the special residential institutions where more technical instruction is given in addition to the general subjects.

Stressing the fallacy of assuming that blind adolescents all prefer sheltered workshop or home schemes, the Working Party suggested that more attention be given to the possibilities of normal industrial employment for these young people.

Ex-Service Personnel

Two national voluntary organizations—St. Dunstan's and the Scottish National Institution for the War Blinded—handle the welfare and resettlement of men and women blinded on service in the two world wars. Complete responsibility for the rehabilitation, training, placing and after-care of all the veterans in Great Britain and of some from the dominions and colonies is shouldered by these two organizations.

Vocational Training

Facilities for vocational training, states the report, may be provided directly by the minister or through him by other government departments; or they may be provided by private agencies under arrangements with the minister, who may defray or contribute towards the cost.

Among the training facilities available are those which prepare the individual for a particular profession. In each case a grant is made to cover tuition and examination fees and, where the training is full-time, the cost of maintenance.

Moreover, blind persons seeking jobs in workshops may receive training at 36 of such shops in England and Wales and at all five of the workshops in Scotland. As mentioned earlier, there are also openings for training and ultimate employment in open industry.

Other occupations in which facilities for training are provided are music, piano-tuning, home teaching (in rehabilitation), shorthand, typing, telephony and physiotherapy. In addition, instructors paid by the Minister of Labour and National Service train blind people in employers' establishments, a scheme which has proved most successful. Lastly, in April 1949, the Ministry of Labour and National Service set up a special residential course for the blind at the Government Training Centre at Letchworth.

During the eight-week course, training is offered in certain processes in the light engineering industry—centre lathe operating, precision instrument inspection and repetition assembly work. Responsibility for placing workers in jobs at the end of the course is given to the National Institute for the Blind.

Extent of Employment Among Blind

Given proper opportunities for selective training, states the report, blind persons can enter into a wide range of occupations. Proof of this has been the general success and high technical standards of many blind persons actually employed in a variety of jobs. To illustrate, the report discloses that, at the time of the survey, there were 79 blind shorthand-typists in government departments, 26 with local authorities, and 80 with private employers. There were 125 blind telephonists in government departments, six with local authorities, and "a considerable number" in private employment. Between 600 and 700 blind piano-tuners were practising privately or with firms. There were 34 blind persons practising as solicitors and seven as lawyers; and 61 blind persons were ministers of religion.

Recommendations

In its recommendations on extension of job opportunities, the Working Party maintained that not all possibilities had been explored in such lines as the engineering industry, factories and rural and office occupations.

Those responsible for the training of sightless people, added the report, should continue to be vigilant both in regard to the up-to-date needs of the trades or professions, and to the maintenance of the high standards of training which have enabled blind persons to prove themselves successful in the working world.

Registered Ratifications of ILO Conventions Now Total 1,244

The total number of registered ratifications of conventions of the International Labour Organization has reached 1,244 with the registration of five ratifications by Finland. Belgium recently deposited four ratifications.

The conventions ratified by Finland deal with paid vacations for seafarers, the accommodation of crews on board ship,

labour clauses in public contracts, fee-charging employment agencies and the right to organize and bargain collectively.

The Belgian ratifications were of the conventions concerning food and catering on board ship, the certification of ships' cooks, the medical examination of seafarers and the certification of able seamen.

Finland has now ratified 37 of the 100 ILO conventions; Belgium, 44.

Industrial Relations and Conciliation

Certification and other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The board issued two certificates designating bargaining agents, rejected one application for certification, and ordered one representation vote. During the month, the board received two applications for certification.

Applications for Certification Granted

1. The Canadian Airline Dispatchers Association, on behalf of a unit of

dispatch personnel employed at Gander, Nfld., by Pan American World Airways, Inc. (L.G., Jan., 1952, p. 40).

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Scope and Administration of the Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

of North American Trucking and Distributing Co., Limited, Dawson Creek, B.C. (L.G., Nov., 1951, p. 1526).

Application for Certification Rejected

The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO), applicant, and Aero Caterers, Limited, Montreal Airport, Dorval, P.Q., respondent (L.G., Dec., 1951, p. 1661). The application was rejected for the reason that the employees affected were not within the jurisdiction of the board.

Representation Vote Ordered

United Grain Elevator Workers' Local Union No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, appli-

cant, and Kerr Gifford & Co., Inc., Vancouver, respondent (L.G., Jan., 1952, p. 40). Following consideration of the application, the board ordered a representation vote of the employees affected.

Applications for Certification Received

1. Local No. 865, International Union of Operating Engineers, on behalf of stationary engineers employed by Manitoba Pool Elevators Limited, Port Arthur, Ont., in the Steam Department of Manitoba Pool Elevator No. 6 (Investigating Officer: J. S. Gunn).

2. Lodge No. 876, International Association of Machinists, on behalf of a unit of employees of Queen Charlotte Airlines Ltd., Vancouver, engaged in the maintenance, repair, and servicing of aircraft, including station attendants (Investigating Officer: D. S. Tysoe).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister appointed conciliation officers to deal with matters in dispute between the following parties:—

1. The Shipping Federation of Canada, Inc., applicant, and Local No. 273, International Longshoremen's Association, respondent, affecting longshoremen employed at Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

2. National Harbours Board Employees' Federal Union No. 24, applicant, and the National Harbours Board, respondent, affecting employees of the board at Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

Settlements Effected by Conciliation Officers

1. On December 12, the Minister received a report from L. Pepin, Conciliation Officer, indicating the settlement of matters

in dispute between the National Harbours Board and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting employees of the board at Quebec, P.Q. (L.G., Jan., 1952, p. 41).

2. On December 12, the Minister received a report from H. R. Pettigrove, Conciliation Officer, indicating the settlement of matters in dispute between the Shipping Federation of Canada, Inc., and Local No. 273, International Longshoremen's Association, affecting longshoremen employed at Saint John, N.B. (see above).

3. On December 28, the Minister received a report from Bernard Wilson, Conciliation Officer, indicating the settlement of matters in dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Jan., 1952, p. 41).

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. There are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing

Sugar—*Saint John, N.B.—Atlantic Sugar Refineries Limited and Sugar Refinery Workers' Union, Local 20 (TLC).*

Agreement to be in effect from September 1, 1951, to August 31, 1952, and thereafter until two months' notice has been given by either party to the other. This agreement is similar to the one previously in effect (L.G., May, 1950, p. 689) with the following changes and additions:—

Hours of work are now 8 per day, 48 per week, for all employees (previously some employees worked 9 hours per day, 54 per week).

Vacations with pay: employees may now qualify for 2 weeks after 5 years' service instead of after 10 years; the minimum number of days worked in the preceding year required to qualify for 2 weeks has been reduced from 300 to 294.

Hourly wage rates (effective September 2, 1951) for certain classifications: Males—machinists \$1.22 to \$1.45, moulders \$1.31; engineers, water tenders \$1.30; construction mechanic \$1.23 to \$1.25, millwright \$1.25, welders \$1.14 and \$1.27, masons \$1.07 to \$1.24, blacksmiths \$1.14, carpenters \$1.07 and \$1.18, electricians \$1.07 and \$1.17, pipe fitters \$1.06 and \$1.18; apprentice water tender \$1.21, other apprentices 95 cents to \$1.05; helpers 95 and 98 cents; firemen \$1.02 to \$1.05, Vallez filter operators \$1.02 to \$1.10; filtered liquor gallery, blow-up men, clarifier operators \$1.02 to \$1.06, phosphoric acid man \$1 to \$1.05; boiler house technician, ashmen, tube blower \$1; melt house pumps 94 cents to \$1, mixers and centrifugals (pan house) 97 cents to \$1.02, evaporator operators 95 cents to \$1.02, pressure tanks and char filters 98 cents; coal trimmers, pan house pump station, pan room tanks 97 cents; raw sugar bag cutters, melt samplers, melt house centrifugals, lime men, bag baler 95 cents; bin man 94 cents; granulator operators, powder mill operators 94 to 99 cents; hard sugar weighers 94 to 97 cents; labourers 93 cents. Females—floor ladies 90 cents, housekeeper 86 cents, carton machine operator 71 cents, ordinary female labour 64 cents; all other females receive 5 cents

For the first time in Canada, a collective agreement has been negotiated between a union and a group of manufacturers of men's shirts and underwear. It was extended to apply to the whole province of Quebec and is summarized below under the "Collective Agreement Act, Quebec".

per hour less than men for above classifications. Males paid by week—sugar boilers \$72, assistants \$59; pan house weighers \$56, checkers \$55, gear man \$56 and \$61.

Pulp and Paper—*Dryden, Ont.—The Dryden Paper Company Limited and The International Brotherhood of Paper Makers (Local 223) and The International Brotherhood of Pulp, Sulphite and Paper Mill Workers (Local 105).*

Agreement to be in effect from June 1, 1951, to May 31, 1952, and thereafter from year to year, subject to 30 days' notice.

Union security: union shop for new employees with maintenance of membership for all. When hiring employees, the company will give preference to union members who apply and who are capable of doing the work.

Hours: pulp and paper mills—8 per day, 6 days a week, a 48-hour week; woods department—10 per day, 6 days a week, a 60-hour week (with the exception of boat crews who shall work shifts of a duration mutually agreed upon). *Overtime:* pulp and paper mills—day and night workers (other than tour workers) will be paid time and one-half for work in excess of 8 hours in any one day or for work outside the regular hours and for work on Sundays; tour workers required to perform any work after being relieved from their regular job will receive time and one-half for such work. Woods department—time and one-half for work in excess of 60 hours per week and for work during the regular shutdown periods on Sundays and holidays; all employees—time and one-half and, in the case of employees with 30 or more days' seniority, another day off with 8 hours' pay for work on 6 specified paid holidays.

Vacations with pay: one week after one year, 2 weeks after 5 years and 3 weeks after 15 years of continuous service.

Sick leave with pay: any employee who has completed one year's service may, in any calendar year thereafter, be paid his regular wages for 6 days if he is confined to his home or a hospital because of illness or non-industrial accident for 10 or more days.

Hourly wage rates for certain classes: pulp mill, wood room—sawyer \$1.82; chipperman, oiler \$1.36; slathers \$1.35, conveyors \$1.26; new recovery room—operators \$1.59, helpers \$1.49 and \$1.41; digesters and diffusers—cooks \$1.59, helpers \$1.38 and \$1.29; diffuser man \$1.44, helpers \$1.37 and \$1.29; mechanical trades—electricians \$1.52 to \$1.70; machinists, welders, millwrights, pipefitters \$1.60 and \$1.70, helpers \$1.38 and \$1.46; boiler room—engineer, 2nd class \$1.83, 3rd class \$1.72, fireman, 3rd class \$1.60, 4th class \$1.48, ash handler \$1.32, trimmer \$1.25; yard—labour \$1.25, paper mill—machine tenders \$1.63 to \$2.08, back tenders \$1.46 to \$1.83, third hand \$1.35 to \$1.62, fourth hand \$1.31 to \$1.44, fifth hand \$1.29 to \$1.36; broke hustler, broke beaterman \$1.25; beaterman \$1.83, helpers \$1.28 to \$1.63; grinder man \$1.31; wet press operator \$1.29, helper \$1.25; oilers \$1.46; finishing room—shippers \$1.44 to \$1.63, checkers \$1.37 and \$1.41, loaders \$1.28; female workers—checker \$1.02, counter, liner makers 97 cents, beginners 89 cents. Woods department—truck drivers \$1.35 and \$1.40; dragline drivers, tractor drivers \$1.59 and \$1.90; mechanic \$1.65 and \$1.79, millwright \$1.67, blacksmith \$1.63, boat operator \$1.75 and \$1.81, boat mechanic \$1.65, logman \$1.34, labourers \$1.25; saw-mill—sawyer \$1.90, planer \$1.75, cantor \$1.34, others \$1.25. The above rates are, in most cases, from 24 to 36 cents per hour higher than the previous rates. All employees while working away from home will be charged board at \$1.75 per day, except that boat crews, while towing on the lake only, will receive free board.

Shift differential: in the pulp and paper mills 2 cents per hour extra will be paid on tour or shift work occupations for work between 3 p.m. and 11 p.m. and a further 3 cents for work between 11 p.m. and 7 a.m.

Seniority: promotions and demotions shall be based on departmental seniority; in case of promotion an employee will be allowed a 15-day trial period. If unable to handle the promotion he will be returned to his former position.

Provision is made for *grievance procedure* and an *apprenticeship plan* in the pulp and paper mills.

Furniture — Vancouver, B.C. — Restmore Manufacturing Company Limited and International Woodworkers of America, Local 1-217.

Agreement to be in effect from August 15, 1951, to August 14, 1952, and thereafter from year to year, subject to 60 days' notice, except that the wage scale may be revised once annually.

Union security: maintenance of membership.

Check-off: voluntary and revocable.

Hours: 8 per day, 5 days a week, a 40-hour week. **Overtime:** time and one-half for all work in excess of above hours and for work on Saturdays, Sundays (or the alternative days of rest) and on 3 specified holidays; double time and one-half for 4 other specified paid holidays.

Rest periods: all employees will receive two 10-minute rest periods each day, one in the morning and one in the afternoon.

Vacations with pay will be granted in accordance with the provisions of the "Annual Holidays Act" of British Columbia, as amended; however, for the purposes of this agreement, the words "two and one-half per centum" will be considered substituted wherever the words "two per centum" appear throughout the Act. Employees with 5 or more years' continuous service will receive an additional week's vacation with pay or pay in lieu thereof.

Hourly wage rates for certain classifications: roughing end mill—6" moulder \$1.41, 30" double planer, 36" planer, 30" planer \$1.28; high frequency glue machine \$1.30, cut-off saw \$1.24 to \$1.30; straight line rip saw (Preston or Diehl), glue clamp, glue jointer, match up saw, dovetail machine, 8" jointer, De Walt saw \$1.24; learners, class A \$1.14 to job rate, others (first 90 days) \$1.14; helpers \$1.14; finishing end mill—2-spindle shaper, automatic lathe (mechanic) \$1.41; double trim saw, 36" band saw \$1.29; double end tenoner, repairs (benchwork) \$1.28; single spindle shaper, single end tenoner, rip saw, mortisor, carving machine, scroll sander, boring machine, 3-drum sander, automatic lathe (operator), hand lathe \$1.24; veneer department—mark-up-lay-out, cut-off saw, 34" and 78" clipper, glue spreader and press \$1.24; filling and repairing cores, sorting out veneer for clipper \$1.14; matching table, taping machine \$1.08; helpers, male \$1.14, female \$1.04; cabinet department—\$1.08 to \$1.29; finishing department—\$1.14 to \$1.33; excelsior department—\$1.18 and \$1.24; lumber yard—\$1.14 to \$1.28; steel department—\$1.14 to \$1.51; girls' rates—senior cutter \$1.17, repairer (finishing) \$1.14, unit machine operator, packers, box spring assembler \$1.09, straight line rip saw operator \$1.08 to \$1.14, veneer tape machine operator \$1.04 to \$1.08, power machine operator 99 cents to \$1.04, cutter, draw clamper operator, helpers \$1.04. Boys' and girls' starting rate, 1st 3 months 94 cents, thereafter 5 cents per hour increase every 3 months until job rate is reached. The above rates are 12 cents per hour higher than the previous rates.

Escalator clause: a cost-of-living bonus will be paid to all eligible employees, beginning with August 15, 1951, based on the Dominion Bureau of Statistics' cost-of-living index: for each 1.3 point rise in the index above 184.1 (index figure for June, 1951) employees will receive a bonus of 1 cent per hour. Adjustments will be made quarterly, upward or downward, provided, however, that a decline in the index below 184.1 will not provide the basis for a reduction in the wage scale.

Off-shift differential: hours worked outside the recognized day shift will be paid for at the rate of 8 hours' pay for 7½ hours' work.

Seniority shall be determined first by department and then by plant and shall apply in case of a lay-off or the hiring of new employees, subject to the competency of the person involved. Promotions and the selection of supervisory officials shall be entirely a matter for the company's decision, but in making the selections, length of continuous service shall be given due consideration.

Provision is made for *grievance procedure* and an *Accident Prevention Committee*.

Railway Cars—Montreal, P.Q.—Canadian Car and Foundry Company Limited (Dominion and Turcot Plants) and Brotherhood of Railway Carmen of America, Lodges 322 and 930.

Agreement to be in effect from September 1, 1951, to August 31, 1952, and thereafter from year to year, subject to notice.

Union security and check-off: maintenance of membership and voluntary but irrevocable check-off.

Hours: 9 per day, Monday through Friday, a 45-hour week. Maintenance men may be called in for emergency work at straight time on Saturday morning for 4 hours, provided they have not worked on production during that pay week. The standard work week for heating system attendants will be 56 hours. **Overtime:** time and one-half after the standard working hours and for all work on Saturdays (except in the case of maintenance men as stipulated above); double time after 12 hours have been worked in a 24-hour period (except in the case of shift rotation) and for work on Sundays and on 8 specified *paid holidays*.

Vacations with pay: one week with pay equal to 2 per cent of earnings during the current vacation year to employees after 30 days' service, 2 weeks with pay based on 4 per cent of earnings to employees with 1,250 days' continuous service and 3 weeks with pay based on 6 per cent of earnings to members of the Quarter Century Club.

Hourly wage rates for certain classifications: Turcot Works, bolt and nut department—bolt and nut makers \$1.32, bolt threading machine \$1.12 and \$1.17, die setter \$1.27 and \$1.32, heaters \$1.12, helpers \$1.07, nut tappers \$1.07 and \$1.12, rivet makers \$1.22 to \$1.32, shear man \$1.12 and \$1.17; foundry—wheelmakers \$1.17, helpers \$1.12; coremakers and moulders \$1.32 to \$1.42, improvers \$1.27, learners \$1.22, beginners \$1.17; wheel rollers \$1.12 to \$1.22, repairmen \$1.17 to \$1.27; cupola operators \$1.27 and \$1.32, helpers \$1.12 and \$1.17; operators, boring mill \$1.17, sand blast machine \$1.12 and \$1.17, thread grinders \$1.17 to \$1.27, sand mullers \$1.12 to \$1.22, scrap breaker \$1.12 and \$1.17; foundry crane operators \$1.21 and \$1.25; helpers, special \$1.12, general \$1.09; labourers \$1.06; freight car assembly—buckers, car builders \$1.22; craters and packers, burners \$1.22 and \$1.27; welders \$1.27 to \$1.42, riveters and caulkers \$1.32 and \$1.37; chippers \$1.12 and \$1.17; car haulers, rivet heaters, stickers, slingers \$1.12; labourers \$1.02; millwrights—beltmen \$1.32, carpenters \$1.27 and \$1.37, cement finishers \$1.22; millwrights \$1.32 to \$1.42, helpers \$1.07 to \$1.17. Dominion Works, bolster shop—riveters, bolster builders \$1.32; brake beam builders, lathe hand \$1.22; assemblers \$1.12; die shop—die checker and gauge maker, die sinker \$1.57; die finisher \$1.62, dual saw operator \$1.17; machine shop—machinist \$1.37 and \$1.47, lathe hand \$1.32 to \$1.42, shaper hand \$1.22 to \$1.32, boring mill operator \$1.37, slotting machine operator \$1.37 and \$1.42, drill operator \$1.22 and \$1.27, bench hand \$1.32 and \$1.42, radial drill operator \$1.27; punch shear and press—operators, markers \$1.17, heaters, grinders \$1.12, template chasers, helpers \$1.07. The

above rates are 20 cents per hour higher than the rates provided in the previous agreement.

Escalator clause: for each one point rise or fall in the index above 187.6 (index figure for July, 1951), wages will be increased or decreased, as the case may be, by 40 cents per week, provided, however, that a decrease in the index below 187.6 will not affect the basic wage rate. Adjustments will be made quarterly, beginning with September 1, 1951.

Night shift differential: all employees required to work on a shift, other than the regular day shift, will be paid 5 cents per hour extra for work between 7 p.m. and 7 a.m.

Seniority of employees shall be confined to the departments in which they are engaged, in accordance with their respective classifications. It shall apply in cases of promotions, layoffs and re-hiring, consideration being given to ability. However, stewards and other general committee members will not be laid off as long as there are 5 employees working in their respective departments.

Provision is made for *grievance procedure* and the *protection and safety* of employees.

Electric Meters—Leaside (Toronto), Ont.—Sangamo Company Limited and International Association of Machinists, Lodges 1755 and 235.

Agreement to be in effect from June 30, 1951, to June 29, 1952, and thereafter from year to year, subject to notice.

Check-off: compulsory for new employees and voluntary but irrevocable for old employees; however, any employee may discontinue payment of dues during the 15 days immediately preceding the anniversary date of this agreement.

Hours: workers on regular, early and late day shifts—8 per day, Monday through Friday, a 40-hour week; workers on first, second and third shifts (watchmen, boiler room attendants)—8 per day, 6 days a week, a 48-hour week. **Overtime:** time and one-half for work in excess of the regularly assigned daily hours and for work on Saturdays and Sundays (with a few exceptions), double time for work in excess of 50 hours in any one week and double time and one-half for work on 8 specified *paid holidays*.

Vacations with pay: one week after one year, 1½ weeks after 2 years (previously one week after one and up to 5 years' service), 2 weeks after 5 years and 3 weeks after 15 years of continuous service. Employees with less than one year's continuous service will receive up to one week with pay equal to 2 per cent of earnings during the preceding year.

Hourly wage rates for day work (minimum and maximum): grade 1 \$1.83 to \$2.07, grade 2 \$1.72 to \$1.94, grade 3 \$1.62 to \$1.82, grade 4 \$1.53 to \$1.71, grade 5 \$1.44 to \$1.61, grade 6 \$1.35 to \$1.52, grade 7 \$1.27 to \$1.43, grade 8 \$1.19 to \$1.34, grade 9 \$1.12 to \$1.26, grade 10 \$1.06 to \$1.18, grade 11 99 cents to \$1.11; minimum hiring rate 93 cents; journeymen tool and die makers—hiring rate \$1.53, after 30 days \$1.62, after 90 days \$1.72, class B occupation \$1.83, class A occupation \$1.95; apprentices—from 81 cents (50 per cent of journeymen's rate) during

the first 6 months to \$1.38 (85 per cent) during eighth 6 months; improvers—\$1.46 (90 per cent of journeymen's rate) for first 6 months, \$1.54 (95 per cent) for second 6 months, thereafter \$1.62 (journeyman's rate).

Off-shift differential: hourly-rated employees (except tool room attendants) will be paid a bonus of 7 cents per hour for work performed on the late day and the second and third shifts.

Seniority lists will be established for each non-interchangeable occupational classification and those classifications which are grouped together by the company for the purpose of seniority will have a group seniority list. Seniority will be the governing factor in the event of lay-offs and re-hiring after lay-offs. However, members of the plant committee will be retained during their respective terms of office, notwithstanding their position on the seniority list, so long as there is work available which they are qualified to perform. Promotions or transfers to better jobs will be based primarily on the skill, ability, experience and merit of the employees concerned.

Provision is made for *grievance procedure*, the continuation of a *Labour-Management Production Committee* and the establishment of a joint *Safety Committee*.

Abrasives—Chippawa, Ont.—Norton Company and International Chemical Workers' Union, Local 154.

Agreement to be in effect from May 21, 1951, to May 21, 1952, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., Jan., 1951, p. 61) with the following changes:—

Vacations with pay: 3 weeks are now granted after 15 (previously 20) years of service.

Wages: the minimum hiring rate for hourly-rated employees (with certain exceptions) has been increased by 17 cents, from \$1.18 to \$1.35. The company agrees to increase all hourly rates a minimum of 11 cents per hour effective April 22, 1951.

Sickness and Accident Insurance: the present group insurance plans will be changed as follows in so far as they affect active employees as of May 1, 1951: the daily hospital benefit will be increased from \$5.50 to \$7 and special hospital services from \$55 to \$70. Should the ward rate at the Greater Niagara Hospital be increased above the present rate of \$7 per day, the daily hospital benefit will be adjusted accordingly.

Transportation and Public Utilities

Telephones—Province of Saskatchewan—Saskatchewan Government Telephones and Communications Workers of America (CIO-CCL).

Agreement to be in effect from October 1, 1951, to September 30, 1952, and thereafter from year to year, subject to 30 days' notice.

General

Union security: union shop for new employees with maintenance of membership for all.

Check-off of monthly union dues compulsory for all eligible employees (modified Rand Formula); in addition, the company agrees to deduct, at the request of the union, all union initiation fees and assessments in behalf of all union members.

Holidays: 9 specified holidays, any nationally proclaimed holiday approved by the provincial government and civic holidays will be observed without deduction of pay. Double time and one-half will be paid for work on any of above holidays.

Vacations with pay: 3 weeks after one year's service. Vacations may be taken outside the applicable calendar year only with the approval of the department head concerned or in the case of travelling gang employees. An employee who leaves the company's service after 30 days but prior to one year, will be paid an amount equal to one and one-quarter day's pay for each completed month of service.

Sick leave and accident compensation: the present regulations covering casual and extended sick leave shall remain in effect during the life of the agreement. When an employee is injured in the performance of his duties during working hours, the company shall pay him an amount equal to one-third of the Workmen's Compensation Board payments, less the normal income tax deduction.

Provision is made for *grievance procedure*, *seniority rights*, the *safety and health* of employees and for *transfers and travel expenses*.

Plant Department

Hours: city and district employees—8 per day, 5 days a week, a 40-hour week; travelling gangs—throughout the satisfactory working season 2 consecutive 48-hour weeks and one 40-hour week. Employees will be paid on a 40-hour week basis; all hours worked over 40 hours per week will be credited to each employee on a time and one-half basis and will be paid for on a 40-hour week basis during the winter season when it is not practical to work. **Overtime:** city employees—time and one-half for the first 4 hours immediately following the regular hours of work or for work until 10 p.m. if called out to work outside the regular hours, double time thereafter and if called out for work on Sunday. Shift employees will receive time and one-half for scheduled work on a Sunday or for work on a scheduled day of rest, provided, however, that if the day of rest falls on a Sunday they will be paid double time. District employees—time and one-half for the first 4 hours and double time thereafter when occupied on duties under certain specified circumstances; when called upon to work outside their normal working hours time and one-half until 10 p.m., double time thereafter; time and one-half for work on the assigned day of rest, except that Sunday work will be paid for at double time.

Weekly wage rates for certain classifications: exchange supervisor \$74.60, line sub-foreman exchange \$73.30, district switchboardman \$72; apprentice switchman, line-man, districtman, cableman from \$30.40 during the first 6 months to \$57.70 during ninth 6 months; group 2 \$61.60 and \$65.50, group 1 \$69.40 and \$70.60; groundmen (city) first year \$44.70, thereafter \$48.60; labourers

(city) 98 cents and \$1.05 (per hour); traveling employees (board and lodging supplied)—lineman from \$30.65 during first 6 months to \$57.75 after fourth year, groundmen \$36.85 and \$41.10, labourer \$32.15 and \$34.95, subforeman \$62.55, foreman \$65.95 and \$69.35, Diesel caterpillar operator-mechanic \$54.35 and \$57.75. Groundmen or labourers acting as heavy truck drivers and employees when temporarily in charge of 3 or more employees on construction, reconstruction or outside maintenance will receive \$3.70 per week extra.

Night shift differential: 75 cents extra shall be paid for each shift worked on evenings and nights.

Traffic Department

Hours: 7½ per day to be confined within a 12-hour limit, 5 days a week, a 37½-hour week. *Overtime:* time and one-half for work in excess of above hours and for work on the scheduled days or nights off duty.

Weekly wage rates: operators "A" from \$27.80 during first 3 months to \$42.10 after 4 years in Regina and Saskatoon and to \$39.50 after 3 years in 8 other cities and towns; operators "B" from \$27.80 during first 3 months to \$36.90 after 3 years; permanent night operators who perform the additional duties of a janitor will receive \$5.75 per week extra; leading operators in Regina and Saskatoon \$45.25, in Moose Jaw \$42.60; supervisors in Regina and Saskatoon \$47.30 to \$49.90, in 8 other cities and towns \$44.70 to \$47.30; chief operators in North Battleford, Swift Current and Yorkton \$49.90 to \$51.20; agent-chief operators in various towns from \$43.40 to \$51.20.

Off-shift differential: a differential rate of 50 cents per session for evening and 60 cents for night shifts will be paid to all employees except permanent night operators and night operator-janitors. An evening session is one which includes any hours between 6.30 p.m. and midnight and a night shift one which extends beyond midnight.

Clerical Staff

Hours: 7½ per day, 5 days a week, a 37½-hour week. *Overtime:* time and one-half for all overtime work. Employees who are required to work Saturday mornings will be allowed equivalent time off as arranged locally. When 2 or more Saturday mornings are worked in succession, overtime pay will be given for each Saturday morning except the first; time off will not be given along with such overtime pay.

Weekly wage rates: group 1 (junior clerk, typist clerk, etc.) \$29.10 to \$42.10, group 2 (ledger clerk, work order clerk, etc.) \$31.70 to \$43.40, group 3 (assistant cashier, account clerk, etc.) \$34.30 to \$44.70, group 4 (commercial clerk, stenographer, etc.) \$36.90 to \$46, group 5 (cashier, senior stenographer) \$42.10 to \$49.90, group 6 (expense clerk, traffic rate clerk, etc.) \$47.30 to \$52.50; commercial apprentice from \$29.10 during first 6 months to \$49.90 during tenth 6 months, commercial services representative \$53.80 and \$55.10, senior commercial services representative \$59 and \$64.20; clerical apprentices from \$29.10 during first 6 months to \$49.90 during tenth 6 months, group 1 (addressograph operator, plant records clerk, traffic engineering clerk, etc.) \$53.80 and

\$55.10, group 2 (estimate records clerk, special accounting clerk, etc.) \$59 and \$61.60, group 3 (accounting statistical clerk, revenue control clerk, etc.) \$59 and \$64.20, group 4 (division plant clerical supervisor, supervisor of expenditure records, etc.) \$66.80 and \$69.40.

Repair Shop

Hours: 8 per day, Monday through Friday, a 40-hour week. *Overtime:* time and one-half for all overtime except that double time will be paid for overtime between 10 p.m. and 8 a.m. and for work in excess of 12 hours in any one day.

Weekly wage rates: apprentices from \$30.40 during the first 6 months to \$53.80 during eighth 6 months; repairmen, first class \$69.40 and \$70.70, second class \$64.20 and 65.50, third class \$57.70 and \$61.60, helper \$39.50 to \$49.90.

Longshoremen—Vancouver, B.C.—Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Local 501 (Deep Sea Vessels).

Agreement to be in effect from September 16, 1951, to September 15, 1953, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., April, 1948, p. 329) with the following changes and additions:—

Holidays: an amendment, effective September 16, 1949, was added to the previous agreement and has been incorporated in the present agreement. It provides that all work shall cease at 12 noon on Christmas Eve and New Year's Eve and that no work shall be performed on Christmas Day, Boxing Day, New Year's Day and Labour Day and after 5 p.m. on recognized holidays except in case of emergency involving the safety of a vessel, life or property. The above does not apply to the handling of mail or baggage.

Wage rates: effective September 17, 1951, the straight time ship and dock rates are increased by 27 cents per hour (this increase is in addition to an increase of 15 cents in the base wage rates granted as of September 16, 1948, and another one of 18 cents which became effective September 18, 1950, neither one of which has been mentioned in the LABOUR GAZETTE), with corresponding increases in the overtime rates and the rates for handling damaged cargo and for working on ships carrying high explosives. The premium rates for handling "special commodities" and for working lumber, logs and piles from the water when submerged or awash remain unchanged at 10 and 15 cents per hour extra. The basic straight time ship and dock hourly rates are now as follows (overtime rates in parentheses); dock gang leader, side runner (loading only), hatch tender \$2.10 (\$3.10); double winch driver, all other labour \$2 (\$3). The following rates for handling nitraprills and aeroprills have been added (straight time, overtime, noon meal hour, and any other meal hour ship and dock rates, respectively); hatch tender, side runner (loading only), dock gang leader \$2.45, \$3.45, \$3.45, \$4.95; single winch driver, double winch driver, all other labour \$2.35, \$3.35, \$3.35, \$4.85.

Longshoremen—Victoria, B.C.—Shipping Federation of British Columbia and International Longshoremen's Association, Local 38/162 (Deep Sea Vessels).

Agreement to be in effect from September 16, 1951, to September 15, 1953, and thereafter from year to year, subject to 60 days' notice. It covers the territory of Victoria and Esquimalt Harbours, Cowichan Bay and James Island, and applies to the discharging and loading of deep-sea vessels. With the exception of the matter of wages, schedules "A" (covering rules, working conditions and wage schedule) and "B" (covering despatching regulations) may be amended at any time either by mutual agreement of the parties or by reference to the joint Advisory and Negotiations Committee set up under the agreement. Wages may be adjusted annually during the life of the agreement.

The parties to the agreement shall immediately establish and maintain during the existence of the agreement a Port Labour Relations Committee to be composed of 2 representatives designated by the employers and 2 members appointed by the union.

Union security: the federation agrees to employ only men despatched under a joint despatching system by a despatcher selected by the union and approved by the federation.

Hours and overtime: straight time is all time between 8 a.m. and 5 p.m., Monday through Friday, and between 8 a.m. and 1 p.m. on Saturdays. All other time is overtime. No work shall be performed after 5 p.m. on Saturdays, Sundays and holidays except in case of finishing a vessel, when time may be extended one hour, or to handle mail and baggage, or in case of an emergency involving safety of a vessel, life or property. For work after 5 p.m. on Saturdays and for all work on Sundays men will be paid double the straight time rate with a minimum of 3 hours. No work shall be performed between 12 midnight and 8 a.m. on any day except in case of emergency or as may be mutually agreed, in which event any work performed shall be at regular overtime rates of pay with a minimum of 4 hours. Night work on week days will be from 5 p.m. to 11 p.m. or 6 p.m. to 12 midnight and shall not exceed 6 hours. Men working these hours will be given a 15-minute rest period without loss of pay after 3 full hours have been worked, but they will not be entitled to any meal hour. Men shall receive a minimum of 3 hours overtime pay for any night work performed. Nine working hours shall be the maximum a gang or an individual shall be expected to work, but when no other suitable men are available, the men may be worked up to a maximum of 12 hours in the case of finishing a ship. When men are provided from Victoria to work outports (James Island, Cowichan Bay, Nanaimo, etc.) 8 hours shall be the maximum number of hours worked except in case of finishing a vessel when the time may be extended one hour. At James Island and Cowichan Bay, in case of finishing a vessel to sail, time may be extended to 9 p.m. Ten specified holidays shall be recognized. In lieu of an annual picnic day, no work shall be performed on May 24, except to handle mail and baggage or in case of emergency involving safety of a vessel, life or property. Work shall cease at 12 noon on Christmas Eve and New Year's Eve. Unless mutually

agreed, no work shall be performed on Christmas Day, Boxing Day and New Year's Day, except to handle mail or baggage or in case of emergency.

Vacations-with-pay provisions and **wage rates** are the same as in the agreement for Vancouver between the Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, summarized above, except that the present agreement does not contain rates for handling nitraprills and aeroprills.

Provision is made for **transportation** and travelling time to work at outports, and also for the **settling of disputes**.

Service

Hotels—Vancouver, B.C.—British Columbia Hotels Association (on behalf of the Vancouver Licensees) and the Hotel and Restaurant Employees and Bartenders' International Union, Local 676 (Beverage Dispensers' Union).

Agreement to be in effect from April 1, 1951, to March 31, 1953, and thereafter from year to year, subject to notice.

Union security: all help must be hired through the union. If the union is unable to supply a competent employee, the employer may hire his own employees. Any such employee will, as a condition of employment, immediately obtain a permit from the union; the latter agrees to grant such permit. In the event that a competent union man can be supplied by the union the permit will be cancelled.

Hours: 8 per day, 5 days a week, a 40-hour week. In no case are the hours to be in excess of 8 or spread over a longer period than 13 hours, except in case of emergency. No shift less than 8 hours may be split. No man shall be called in for less than 4 hours in any day. Steady part-time employees working six 4-hour shifts in 6 days will be entitled to one night off a week, if they so desire; they are the only ones who are entitled to work 6 days in any one week.

Statutory holidays: for all work performed on 8 (previously 7) specified **paid** holidays employees will be paid time and one-half. No wages shall be deducted for time lost on election days.

Vacations with pay will be granted to all employees in accordance with the "Annual Holidays Act" of British Columbia, as amended. Employees with more than one year's continuous service will receive 2 weeks.

Weekly wage rates (hourly rates in parenthesis): tapmen \$57.50 (\$1.43 $\frac{1}{2}$), waiters \$50 (\$1.25), utility men \$46 (\$1.15).

Escalator clause: employees will be granted a cost-of-living bonus, based on the Dominion Bureau of Statistics' cost-of-living index: for each 1.3 points increase in the index over the October, 1951, index figure employees will receive an additional one cent per hour. Adjustments are to be made quarterly, beginning in January, 1952, upward or downward, provided, however, that the above wage rates will not be lowered no matter how far the index declines.

Uniform: when any special uniforms are required, such as tuxedo, white jackets, the employer will supply and clean same.

The union agrees to use its influence with organized labour and its friends to secure their patronage for all parlours displaying the house cards of the union.

Upon proved charges, filed in writing through the B.C. Hotels Association, the union undertakes to discipline their members

for violation of any of the clauses contained in the agreement, the Liquor Control Act or any accepted rules and regulations of the hotel wherein they are employed.

Provision is made for the *appointment of a single arbitrator* to interpret and render a decision on any matter within the agreement which cannot be settled between the Union and the Association on behalf of their constituent membership.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of two new agreements, the correction of another, and the amendment of eight others. In addition to those summarized below, they include: a new agreement for barbers and hairdressers in the county of Roberval, the correction of the agreement for the dress manufacturing industry in the province and the amendment of the agreement for barbers and hairdressers at Chicoutimi, published in the *Quebec Official Gazette*, November 24; amendments to the agreements for garages and service stations at Quebec and for the building trades at Montreal were gazetted December 15.

Requests for the amendment of the agreements for the building trades in the Chicoutimi District, for barbers and hairdressers at St. Hyacinthe, for bakers and salesmen at Three Rivers, for barbers and hairdressers at Joliette and for the shoe industry in the province were all gazetted November 24; a request for the amendment of the agreement for the printing trades at

Quebec was published December 7; requests for the amendment of the agreements for the uncorrugated paper box industry in the province, for the men's and boys' clothing industry in the province, and for hospitals and charitable institutions at St. Hyacinthe were gazetted December 15.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Shoe Industry, Province of Quebec

An Order in Council, dated November 29, and gazetted December 1, extends the term of the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65; Jan., 1950, p. 77, Nov., p. 1902; Feb., 1951, p. 233, March, p. 356, Nov., p. 1537, and previous issues) to February 1, 1952. A correction of an amendment to this agreement was published in the *Quebec Official Gazette* September 29, 1951, and another minor amendment to this agreement was gazetted November 7, 1951.

Men's and Boys' Shirt Manufacturing Industry, Province of Quebec

An Order in Council, dated November 15, and gazetted November 24, makes obligatory the terms of a first agreement for the men's and boys' shirt manufacturing industry in the province between certain companies and "La Fédération nationale des Travailleurs de l'Industrie du Vêtement inc. (CCCL)". Agreement to be in effect from November 24, 1951, until March 31, 1952, and thereafter from year to year, subject to notice.

This agreement applies to all employers engaged in manufacturing fine, sport, military and night shirts, as well as underwear and pyjamas, for men and boys over 14 years of age. It applies to manufacturers, jobbers, contractors, etc. who produce, in their own establishment or elsewhere, garments covered by the industrial jurisdiction of this agreement. It does not apply to the manufacture of garments which are already covered by an existing agreement extended under this Act, nor to manufacturers of knit goods.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Territorial jurisdiction comprises the province of Quebec divided into 2 zones as follows: zone I—the Island of Montreal and within a radius of 10 miles from its limits; zone II—the remainder of the province.

Hours: 44 per week, Monday through Friday, in zone I; 48 per week, Monday through Friday, in zone II.

Overtime: time and one-half for work in excess of regular hours. In addition to certain daily limitations, overtime work is prohibited during July and August, on Sundays of each week, and during lunch hour intervals. No work on any of 11 specified holidays 2 of which are *paid holidays* after 6 months of employment, unless otherwise specified by individual labour contracts.

Minimum hourly or piece-work wage rates: zone I—female operators, finishers, pressers, examiners, general hands from 35 cents per hour during first 3 months to 55 cents after 18 months, zone II—from 30 to 50 cents per hour. From January 1, 1952, the general average for the above employees, after one year of service, must be 60 cents per hour in zone I, and 54 cents per hour in zone II. Minimum rates for apprentice markers and cutters from 50 cents during first 3 months to 85 cents after 3 years in zone I, from 45 to 78 cents in zone II; (after 4 years of service)—electric knife cutters \$1 per hour in zone I, 90 cents in zone II; hand knife cutters, markers \$1.10 in zone I, \$1 in zone II; general factory workers (male) from 45 cents during first 6 months to 65 cents after 24 months in zone I, from 40 to 60 cents in zone II; pressers (male and female) on creasing machine of S. and R. type, pressing cuffs, bands and facings, and presser of wool shirts on Hoffman presses, will after 2 years be considered competent and will receive 80 cents in zone I, 72 cents in zone II; apprentice pressers from 45 cents per hour in first 6 months to 80 cents after 2 years in zone I, from 40 cents to 72 cents in zone II; layers from 45 cents in first 6 months to 65 cents after 2 years in zone I, from 40 to 60 cents in zone II; dividers from 40 cents in first 6 months to 55 cents after 18 months in zone I, from 35 to 50 cents in zone II. Wages will not be reduced during the term of this agreement for help presently employed or once employed with a determined salary.

Vacation: one week with pay after one year of continuous service; 2 weeks with pay, or one week with pay plus 7 statutory holidays with pay after 5 years of continuous service. Employees who have not completed one year of continuous service between July 1 of one year and June 30 of following year are entitled to as many half-days as the number of months they have been continuously employed. In the case of termination of employment before a continuous year of employment is completed employees are entitled to pay equal to 2 per cent of the wage earned during that period of continuous service.

Other provisions include responsibility for outside work, home work, individual contracts and contract system.

Uncorrugated Paper Box Industry, Quebec District

An Order in Council, dated December 6, and gazetted December 15, amends the previous Order in Council for this industry (L.G., Oct., 1951, p. 1376).

Minimum hourly wage rates: the table of minimum wage rates is extended by the addition of the following: female employees—hand labeller 51 cents per hour, labelling machine operator 53 cents; male employees—creasing operator, electrician 90 cents per hour, wrapper makeready man, Indman machine makeready man 86 cents, operators on machines not classified, waxing machine makeready man 71 cents, automatic cellophane machine makeready man 94 cents, feeder (automatic cellophane machine) 73 cents, power stacker-lift truck operator 76 cents, packer and tier 66 cents.

Construction

Plumbers, Hull

An Order in Council, dated December 6, and gazetted December 15, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 874, Nov., p. 1247; Oct., 1949, p. 1248; Oct., 1950, p. 1680; Nov., 1951, p. 1539).

Territorial jurisdiction is amended by the deletion of the county of Labelle.

Transportation and Public Utilities

Truck Drivers, Montreal

An Order in Council, dated November 15, and gazetted November 24, amends the previous Orders in Council for this industry (L.G., Sept., 1948, p. 995; Aug., 1949, p. 989; April, 1951, p. 547). In this amendment the name "The Automotive Transport Association of Quebec, inc. regional division of Montreal" is substituted for "The Automotive Transport Association of the Province of Quebec, inc."

Territorial and industrial jurisdiction: the agreement applies to every professional employer, employee and artisan who owns or drives a commercial delivery vehicle and holds a permit issued by the Transportation and Communications Board, or who is engaged in the trucking industry for payment without a permit from the said Board, with office or place of business in the city of Montreal or any one of the cities, towns or municipalities situated on the Island of Montreal, including but not restricted to the city of Lachine, but east of the said city of Lachine only. It does not apply to the transportation of excavated material or stone and of demolished or cleared material from the job to the dumping ground. Neither does this agreement apply to public truckers and their employees engaged in driving over a regular route between the city of Montreal and any point outside the Island of Montreal. It does not extend to any operations relating to the completion of highway transportation in making delivery or picking up, nor does it extend to "drive yourself" concerns using trucks under one ton.

The number of *paid statutory holidays* is increased from 3 to 5 per year.

Vacation: in addition to one week, with pay after one year's continuous service previously provided for, employees (truck drivers, dockmen, checkers, etc.) are now entitled to a second week of vacation with

pay after 3 or more years of continuous service for the same employer. Subject to mutual agreement between employer and employee, the second week of vacation with pay may be cancelled if the employee receives compensating remuneration equal to 2 per cent of wages earned.

Minimum hourly wage rates effective November 24, 1951: junior helpers starting at 45 cents per hour are paid 50 cents after 2 months, as previously; helpers (general) from 73 cents increased to 78 cents after 6 months; dockmen, warehousemen and checkers from 83 cents increased to 88 cents after 6 months; chauffeur from 84

cents increased to 89 cents after 6 months; chauffeurs (semi-trailer) from 89 cents increased to 94 cents after 6 months. (The above rates are 11 cents higher than those previously in effect.)

Minimum hourly wage rates effective December 15, 1951: another Order in Council, dated December 13, and gazetted December 15, further amends the previous Orders in Council for this industry shown above. Minimum hourly wage rates for all classifications are further increased by 4 cents per hour with the exception of those rates for junior helpers and helpers (general) which rates remain unchanged.

Fair Wages Conditions In Dominion Government Contracts

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain

from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded, November

(1) Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 132 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 136 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy

that wage rates must equal those current in the district:—

Department	
Defence Production (October Report).....	
Post Office	

Number of Contracts	Aggregate Amount
10,462	\$190,227,110.00
13	187,900.54

(3) Arrears of Wages

During November the sum of \$44.06 was collected from one employer who had failed to pay the wages required by the labour

conditions attached to his contract. This amount was distributed to seven employees concerned.

Contracts Containing Fair Wages Schedules Awarded, November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of

eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Summerside P E I: Maritime Asphalt Products Ltd, hardsurfacing basements. *Cornwallis N S:* George Mabey,* installation of concrete gutters. *Greenwood N S:* Municipal Spraying & Contracting Ltd, hardsurfacing roads, driveways & sidewalks; Terminal Construction Co Ltd, construction of houses. *Fredericton N B:* Bemrose & Kilburn,* construction of driveways. *Saint John N B:* C D Mitton,* painting & installing roof covers; Harry Clark* grading. *Bagotville P Q:* G Archambault Ltd, construction of schools. *Gringras P Q:* Jos E Tremblay,* repairing brick walls. *Montreal North P Q:* Maurice Moiriat,* supplying fill. *St Hubert P Q:* Desbiens & Gilbert,* landscaping; Desourdy Construction Ltd,* construction of temporary wooden sidewalks; Desourdy Construction Ltd,* supplying fill etc. *St Paul P Q:* Antonio Mercier,* replacement of underground electrical conduit by one overhead. *Valcartier P Q:* A D Ross & Co Ltd, construction of electrical services. *Ajax Ont:* Atlas Excavators Ltd, construction of roads, sewer & watermains. *Barriefield Ont:* Rosehall Nurseries Ltd,* landscaping; Rosehall Nurseries Ltd,* landscaping. *Camp Borden Ont:* Brennan Paving Co Ltd, paving roads & walks; Brennan Paving Co Ltd, paving of roads. *Clinton Ont:* Storms Contracting Co Ltd,

installation & servicing of drives & walks. *Deep River Ont:* M Sullivan & Son Ltd, construction of staff hotel annex. *London Ont:* Bryers Construction Co, construction of houses. *Rockcliffe Ont:* Coghlan Construction,* installation of storm sewer; H J McFarland Construction Co, surfacing of roads & driveways. *Trenton Ont:* Ontario Construction Co Ltd,* power distribution. H. J. McFarland Construction Co, construction of roads & pathways. *Gimli Man:* Greenberg Bros,* unloading prefabricated houses. *Portage la Prairie Man:* A Forsythe Coal Co Ltd,* unloading steel prefabricated houses. *Shilo Man:* Maple Leaf Construction Ltd, hardsurfacing of roads & paths. *Winnipeg Man:* Claydon Co Ltd, construction of houses. *Calgary Alta:* Shoquist Construction (Western) Ltd, construction of houses. *Edmonton Alta:* Shoquist-Wicklund Construction Ltd, construction of houses. *Penhold Alta:* Shoquist-Wicklund Construction Ltd, construction of houses. *Boundary Bay B C:* Biltmore Construction Ltd, construction of houses. *Vancouver B C:* B C Electric Co Ltd, relocation of power distribution system; Canadian Automatic Fire Protection Co Ltd,* installation of automatic fire detection & alarm systems. *Whitehorse Y T:* Marwell Construction Co Ltd, construction of houses.

Defence Construction Limited

Glace Bay N S: M R Chappell, construction of armoury. *Newcastle N B:* Kenney Construction, construction of armoury. *Bagotville P Q:* Geo Riverin & Fils, installation of water distribution system. *St Hubert P Q:* Horton Steel Works Ltd, erection of vertical steel tanks, etc. *Sherbrooke P Q:* R E Stewart Construction Corp, construction of tank

hangar. *Camp Borden Ont:* W B Sullivan Construction, construction of barrack block; Hughes Construction Co Ltd, construction of standard mess. *Centralia Ont:* W C Brennan Contracting Co, erection & finishing of steelox prefabricated bldg. *Clinton Ont:* Johnson Bros Co Ltd, construction of standard mess. *Downsview Ont:* Geo W Porter Construction Co,

paving Keele St. *North Bay Ont*: Horton Steel Works Ltd, construction of tanks, RCAF Station. *Ottawa Ont*: Shore & Horowitz, erection of steelox office accommodation bldg & steelox extension to existing bldg, Victoria Island. *Owen Sound Ont*: Ball Bros Ltd, construction of armoury. *Pictou Ont*: F A Wilson Contracting Co Ltd, electric distribution & street lighting system. *Trenton Ont*: St. Lawrence Contracting Co Ltd, construction of officers' quarters, etc; Stanley G Brookes Ltd, installation of aerodrome lighting. *MacDonald Man*: Pearson Construction Co, construction of water pumphouse & water-main. *Portage la Prairie Man*: Harris Construction Co Ltd, installation of water & sewage structures. *Moose Jaw Sask*: Piggott Construction Co, construction of water pump house & sewage treatment

plant. *Claresholm Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of reinforced concrete reservoir & additions to sewage disposal plant. *Namao Alta*: Bird Construction Co Ltd, construction of VHF/DF bldg. *Ralston Alta*: Shrubsall Supply Co, installation of bowser gas re-fueling storage facilities. *Wainwright Alta*: W C Wells Construction Co Ltd, construction of bowling alleys. *Chilliwack B C*: J H McRae Co Ltd, enlarge main transformer station & electrical distribution system; Mutual Construction Co Ltd, construction of storage bldg (assault boat storage). *Comox B C*: Dominion Bridge Co Ltd, erection of bulk fuel storage tanks. *Fort Nelson B C*: Marwell Construction Co Ltd, construction of diesel power plant bldg, etc, Mile 295, NWHS. *Masset B C*: H J McRae Co Ltd, installation of power & control cable.

Defence Production Limited

(October Report)

Debert N S: R J Frosst & Co, interior & exterior painting of bldgs. *Moncton N B*: W Ronald McLaughlin, renovation of bldgs, Garrison Barracks. *Lachine P Q*: Reid & Cambridge Ltd, removal & installation of domestic water supply; Oatway & Richardson, interior painting of temporary bldgs, RCAF Station. *Montreal P Q*: National Hete-Rite, repainting of brickwork, armoury. *Barriefield Ont*: Moran Enterprises, exterior painting & siding of bldgs, military camp. *Camp Borden Ont*: Brennan Paving Co Ltd, resurfacing of roads with hot-mix, hot-laid asphaltic concrete. *Clinton Ont*: Lavis Contracting Co, repair of parade square. *Kingston Ont*: Creamery Package Mfg Co of Canada Ltd, installation of air condi-

tioning units, Fort Frontenac. *North Bay Ont*: W A Moffatt Co, roof replacement on hangar, RCAF Station. *Oakville Ont*: All-Weather Asphalt Mix Ltd, new parking area. *Gimli Man*: John Plaxton Co Ltd, installation of boiler, RCAF Station. *MacDonald Man*: John Plaxton Co Ltd, installation of steam generators & low pressure heating systems, RCAF Station. *Portage la Prairie Man*: Randall & Co Ltd, installation of steam boilers & low pressure heating systems. *Namao Alta*: A W Fisher & Co Ltd, conversion to natural gas burning equipment, RCAF Station. *Royal Roads B C*: Island Decorators, painting exterior of bldgs. *Whitehorse Y T*: Evans, Coleman & Johnson Bros Ltd, hangar roof repairs, RCAF Station.

National Harbours Board

Halifax Harbour N S: Canadian Ice Machine Co Ltd, installation of additional refrigeration equipment for cold storage terminals.

Department of Public Works

Charlottetown P E I: County Construction Co Ltd, repairs to roofs, flashings, masonry & painting, Post Office bldg. *Red Head P E I*: Wallace Noye, Allison Raynor & James Noye, breakwater extension & repairs. *Delaps Cove N S*: R A Douglas, breakwater-wharf extension. *Diligent River N S*: Walker & Hall Ltd, wharf repairs. *Ecum Secum N S*: Mosher & Rawding Ltd, breakwater construction. *Halifax N S*: Maritime Landscape Gardening Ltd,* landscape planting, Camp

Hill Hospital; Foundation Maritime Ltd, construction of seismograph bldg, Dalhousie Campus. *Dipper Harbour N B*: Diamond Construction Co Ltd, breakwater repairs & improvements. *Fort Dufferin N B*: Wasson Construction Co Ltd, repairs to breastworks. *Milltown N B*: John Flood & Sons Ltd, rebuilding of clock tower, Public Bldg. *Saint John N B*: R A Corbett & Co Ltd, new passenger elevator, Old Post Office Bldg. *Stonehaven N B*: Clare Construction Co

Ltd, repairs to pier. *Berthierville P Q*: R A Blyth, construction of bent bridges. *Bonaventure P Q*: Bert Dimock, wharf repairs. *Gascons (Anse a Mercier) P Q*: James S Watt, wharf improvements. *Gaspe P Q*: Lionel Rioux, construction of retaining wall. *Lac. Quevillon P Q*: Paul O Goulet & Rene Legault, construction of breakwater. *Lauson P Q*: Marine Industries Ltd,* dredging basin, Lorne Dry Dock. *Montreal P Q*: Robert M Miller Construction Co Ltd, interior partitions & fittings for UIC. *Ste Anne de Bellevue P Q*: Montreal Landscape Co Reg'd,* supply & planting of trees, Military Hospital. *Sept Iles P Q*: North Shore Construction Co Ltd, rectification work. *Cardinal Ont*: David E Mahoney, alterations & improvements to Public Bldg. *Ottawa Ont*: Percy R Grant, construction of water main for servicing, National Research Council, Montreal Road; Sirotek Construction Ltd, construction of poultry houses, Central Experimental Farm; Geo C Graves Construction Co Ltd, alterations to 2nd & 5th floors, Norlite Bldg; Geo C Graves Construction Co Ltd, alterations to 5th 6th & 7th floors, Booth Bldg; Durie Mosaic & Marble Ltd, repairs to marble & tile work,

Royal Victoria Museum; Doran Construction Co Ltd, addition to Dairy Research Bldg, Central Experimental Farm; Lord & Burnham Co Ltd, construction of greenhouse, Government House; Canada Carpet Cleaning Co Ltd, laying of linoleum, Supreme Court Bldg. *Hamilton Ont*: Bermingham Construction Co Ltd, harbour improvements. *Port Arthur Ont*: Thunder Bay Harbour Improvements Ltd, enlargement of seaplane wharf. *Renfrew Ont*: McPhail Hardware Ltd, repairs, improvement & painting, Public Bldg. *Rockcliffe Ont*: Douglas W O'Connell, addition to RCMP hangar. *Weston Ont*: T J Colbourne Construction Ltd, addition & alterations, Post Office Bldg. *Balcarres Sask*: Smith Bros & Wilson Ltd, construction of Public Bldg. *Black Bay (Lake Athabaska) Sask*: Northern Transportation Co (1947) Ltd, construction of wharf. *Chipewyan Alta*: Yukon Construction Co Ltd, construction of double type detachment bldg, RCMP. *Fraser River B C*: Gilley Bros Ltd, repairs & improvements, Steveston North Jetty. *Fort Simpson, Fort Smith & Hay River N W T*: Allen Fredrick Rayner, heating, DND bldgs; H. Kelly & Co Ltd, plumbing, DND bldgs.

Department of Resources and Development

Cape Breton Highlands National Park N S: Fundy Construction Co Ltd, highway gravel surfacing; Alec Martin Fraser, Eddie Joe Chiasson & Helier Malet Merry, construction of a central service bldg for tourist accommodation. *Point Pelee National Park*

Ont: Dean Construction Co Ltd, driving of oak piling, east beach. *Miette Hot Springs, Jasper National Park Alta*: G F Bried, waterproofing deck surfaces of Miette Hot Springs bathhouse, etc.

Department of Transport

Sydney N S: Municipal Spraying & Contracting Ltd, installation of electrical duct system at airport; R G McDougall, construction of middle marker & glide path bldgs. *Fredericton N B*: J S Parker, construction of staff dwellings & garage. *Corn-*

wall Ont: Canadian Dredge & Dock Co Ltd,* construction of diesel tug. *Earlton Ont*: La Societe d'Entreprises Generales Ltee, additional aerodrome development. *Port Hardy B C*: Hanssen Construction Co Ltd, additional airport development.

Legal Decisions Affecting Labour

Court reverses decision to award damages to widow of welder who died from unusual disease. Railway switchman awarded damages for injury. Union application to set aside a decertification order is dismissed. Injunction issued banning unlawful acts but not peaceful picketing

The Ontario Appeal Court reversed a decision to award damages to the widow of a welder who died from an unusual lung disease. The Saskatchewan Court of Appeal found negligence on the part of the employer in connection with the injury of a CNR switchman. The British Columbia Supreme Court dismissed a union application to set aside a decertification order of the Labour Relations Board. The Ontario High Court of Justice issued an injunction prohibiting picketing accompanied by unlawful acts but refused to grant an injunction restraining all picketing during a strike in violation of a collective agreement.

Ontario Court of Appeal . . .

. . . holds employer had no duty to warn worker of danger arising from his own physical condition.

The Ontario Court of Appeal on September 13, 1951, reversed the decision of the High Court of Justice, which had awarded damages to the widow of a workman who had died of an unusual lung disease. The High Court decision was based on the ground that the worker's employer had been guilty of a breach of duty in not warning him against working conditions which had aggravated his disease and hastened his death (L.G., 1951, p. 554). The Appeal Court, allowing the employer's appeal, held that the danger to the workman resulted from his peculiar physical condition and that his employer had no duty to know of the unusual danger to him.

Mr. Justice Aylesworth, who delivered the judgment, reviewed the history of the case. Mackie, the husband of the respondent, had been employed from 1934 to 1942 by Canada Skate Manufacturing Co. Ltd. in Kitchener, where his job was to weld skate-blades to tubes. In 1948, he died from pulmonary emphysema at the age of 46 years. His widow was permitted by the Workmen's Compensation Board to sue the company for damages under the Fatal Accidents Act. The trial judge

found that Mackie's disease had not been caused by any neglect of his employer but had been aggravated and his death hastened by his exposure to fumes resulting from the welding process. He held that the employer had a common law duty to warn Mackie of the unusual danger to him from the fumes and had failed in that duty. It was this decision that the company challenged in its appeal.

Mr. Justice Aylesworth first pointed out that counsel for the widow had completely failed to establish his contention that Mackie had contracted emphysema as a result of his employer's negligence in failing to provide proper ventilation, a proper exhaust system, and protection to Mackie against the fumes, and in failing to follow generally approved manufacturing practice and to exercise reasonable and proper care to protect his employees. The evidence produced on behalf of the company showed that its installations and methods not only complied with the relevant regulations under the Factory, Shop and Office Building Act, but were efficient and adequate according to the approved standards in the industry. There was no evidence to indicate what might have been done to improve working conditions.

His Lordship then considered the question of whether the company had a duty to warn Mackie of the unusual danger to him. Medical experts did not all agree that the fumes had accelerated the progress of the disease. It was generally agreed that the fumes were not dangerous to a well man. Although Mackie from 1936 to 1942 regularly took treatments from an osteopath, who on one occasion in 1939 had examined him "so far as his lungs were concerned", and had consulted a physician in 1938, his trouble was not diagnosed as emphysema and it was never suggested that his working conditions were dangerous to him. His disease was not diagnosed until 1942, after he had left his employment. The medical evidence established that it was most unusual for a person of Mackie's

age to contract emphysema and that there is no known history of emphysema as an occupational disease of welders. The evidence did not suggest that Mackie's coughing and shortness of breath were readily recognizable symptoms of emphysema.

Upon these facts Mr. Justice Aylesworth disagreed completely with the trial judgment. He stated:—

The unusual danger to Mackie arose only because of his peculiar and, from the medical viewpoint, surprising physical condition. Upon such evidence I do not think that there is any legal basis upon which the appellant can be held either actually to have known or to be under a duty to know of "the danger to Mackie".

His Lordship said that if it could be inferred that Mackie's complaints about the fumes should have indicated to his employer the unusual danger, then it must also be inferred that Mackie himself knew of the danger. Of the two, Mackie was in the better position to realize the danger to him of the fumes.

Counsel for Mrs. Mackie had also argued that even if negligence could not be demonstrated, she would be entitled to judgment under S.121 of Part II of the Workmen's Compensation Act, which states that a workman or his dependants may recover damages from the employer if personal injury has been caused "by reason of any defect in the condition or arrangement of the ways, works, machinery, plant, buildings or premises connected with, intended for or used in the business of his employer . . ." Mr. Justice Aylesworth pointed out that, as stated in S.120, this provision of the Act was applicable only to workmen employed in industries not under Part I. The appellant company was an industry listed in the schedule to which Part I of the Act applied. In any case, His Lordship was of the opinion that the respondent had failed to demonstrate that the injury was caused by any defect in the appellant's plant and that the defect was one peculiar to Mackie himself.

The court allowed the appeal and dismissed the action. No order was made as to costs. *Mackie v. Canada Skate Manufacturing Co. Ltd.*, [1951] 4 D.L.R. 456.

Saskatchewan Court of Appeal . . .

. . . finds railway negligent under common law for failing to provide reasonably safe work-place.

In a case before the Saskatchewan Court of Appeal, on October 1, 1951, a Canadian National Railways employee was awarded

damages from the CNR for injury suffered as the result of an accident which occurred while he was coupling railway cars. The Appeal Court by unanimous decision set aside the judgment of the trial judge dismissing his action and restored the verdict of the trial jury, which had found the plaintiff's accident due entirely to the negligence of the railway company, and had assessed his damages at \$16,000 plus special damages as agreed.

The Chief Justice of the Appeal Court reviewed the circumstances of the accident, which occurred in the CNR yards at Saskatoon during the early hours of June 28, 1949, and in which the plaintiff, a railway switchman, lost his left leg. The plaintiff was to supervise the coupling of a coach to the freight train which was to take it away. He approached the coach, parked on a switch, and signalled to the engineer to back the train towards the coach. When the cars came together, they did not couple automatically but the coach was pushed along by the impact of the train's box car. The switchman, while walking sideways with the movement of the cars, shook the lever which extended to the side of the box car, in the hope that the locking block would drop into place to complete the coupling. His left hand held the lever and his right hand was on the side of the coach. He had taken only two or three steps when he tripped over a tie. The ties were protruding approximately six inches above the ground at this point, since it is the general practice at switches to remove the ballast from between the ties for drainage purposes. The plaintiff did not know at the time that the coach was on a switch. He fell on the rail and his left leg was crushed by the moving box car.

The plaintiff brought a court action for negligence against the CNR. In his statement of claim he alleged several acts of negligence on the part of the railway company, including failure to provide an automatic coupler as required by Section 298 of the Railway Act, failure properly to maintain and inspect the coupler, failure to light the area properly and to provide the switchman with a proper lantern, and the spotting of the coach on a switch. The company in defence pleaded that the accident was caused, or contributed to, by the negligence of the plaintiff in placing himself between two moving cars, in walking backwards while operating the hand lever, and in failing to signal to the engineer to stop the train so that he might adjust the coupling.

In answer to questions submitted to them, the trial jury found that the CNR had been negligent in not identifying clearly on both sides of the tracks the area where ballast was removed from between the ties and in spotting the coach over such a hazardous area. In their opinion, there was no negligence on the part of the plaintiff contributing to the accident. The trial judge, setting aside the jury's verdict, dismissed the plaintiff's claim, considering that there was no evidence from which negligence could be inferred.

The Chief Justice of the Appeal Court first explained the duties of railways under the law. In ordinary circumstances they may carry on their operations in the normal way without taking other precautions than those prescribed by the Railway Act or the Board of Transport Commissioners. If operations are carried on in such a way as to create an unusual danger and to make the usual precautions insufficient, a jury may say whether or not the railway has been negligent in failing to adopt other protective measures. In the present case the two grounds of negligence found by the jury were not matters covered by the Railway Act or by orders of the Board. Therefore, the railway was subject only to common law liability for negligence.

His Lordship then referred to the contention of counsel for the plaintiff that the trial judge had improperly instructed the jury not to consider the allegation that the railway was negligent in not supplying an automatic coupler in accordance with Section 298 of the Railway Act. Counsel argued that Section 298 imposes on the railway an absolute duty not based on negligence, so that proof that the coupler had failed to work automatically would establish a *prima facie* case against the railway. To support this interpretation of Section 298, he cited decisions of the United States Supreme Court in similar cases. The Chief Justice found it unnecessary to express an opinion on this question, since he considered that the plaintiff was entitled to succeed in his appeal on other grounds.

His Lordship reviewed the evidence to discover whether it might reasonably be inferred that the cause of the accident was the negligence of the railway and its employees. In contending that there was negligence in putting the coach on the switch, counsel for the plaintiff referred to the evidence of Taylor, a conductor, who

stated, "I would say that it is not good practice and if the men are efficient and have knowledge of their work I don't think they would leave the car there."

After considering the other evidence on this point, the Chief Justice said:—

Taking all the evidence it seems to me that there is much in it to support the opinion of Taylor. Moreover, the fact that the railway authorities had made no rule prohibiting the spotting of cars on switches does not relieve the railway if, in fact, the placing of the coach on the switch created a hazard for the switchman who made the coupling; the railway was bound to provide a reasonably safe place in which the employees could carry on their work and if it failed to do so it was liable at common law for negligence. Nor would the fact that the spotting of cars on switches was common practice relieve the defendant if, in fact, there was not reasonable care for the safety of the employees on the part of the servants of the defendant who were responsible for the placing of the cars on the switch points.

His Lordship explained that an action for negligence involved two questions. The first, a question of law, was whether there was evidence from which negligence might reasonably be inferred. Negligence is a breach of the duty to take care for the safety of all who are likely to suffer injury if the duty is neglected. In this case it was the duty of the employer to provide a reasonably safe work place. The Chief Justice was of the opinion that there were reasonable grounds for inferring negligence and therefore the trial judge should not have taken the case from the jury.

The second question was a question of fact. Assuming that negligence may reasonably be inferred, should it in fact be inferred? His Lordship concluded:—

The jury found the defendant negligent in having the coach spotted on the switch. Having regard to all the circumstances, did the defendant's employees in so spotting the coach exercise that reasonable care which the law requires? . . . The evidence warrants the conclusion that there was a hidden danger caused by placing the coach where it was; the danger was that of tripping on ties exposed by the ballast being excavated or by his foot going into the excavation between the ties. The facts established and the inferences which may fairly be drawn from them are more consistent with negligence on the part of the defendant than with other causes.

The Court of Appeal accordingly set aside the trial judgment and restored the verdict of the jury. The plaintiff was awarded \$16,983.80 in damages together with the costs of the action and of the appeal. *Sundin v. Canadian National Railways*, [1951] 3 WWR (NS), 625.

Supreme Court of British Columbia . . .

. . . upholds decertification of union by Labour Relations Board for refusal to work overtime

The Supreme Court of British Columbia on October 30, 1951, dismissed the application of the Marine Workers' and Boilermakers' Industrial Union, Local No. 1, for *certiorari* proceedings to quash an order of the British Columbia Labour Relations Board revoking the certification of the union as bargaining agent for the employees of several shipyards in Vancouver. The board, finding that the members of the union, acting in combination, had refused to work overtime for the purpose of compelling their employers to alter a collective agreement before its expiry date, had applied the penalty applicable for an illegal strike under the Industrial Conciliation and Arbitration Act. The court held that the concerted refusal to do necessary overtime work was a violation of the collective agreement and contrary to the intention of the Act, and that the board had acted within its jurisdiction in cancelling the union's certification.

Giving his reasons for decision, Chief Justice Farris outlined the facts of the case. Similar collective agreements were in effect between the union and several employers; these contracts were not due to expire until November 1, 1951. During May and June the union sought to have the wage clauses of the agreements reopened for renegotiation. When the employers refused to do this, the employees joined in refusing to work overtime. Overtime work was provided for in the collective agreement and was generally recognized as essential in the shipyards. The employers applied to the board for relief under Section 7 of the ICA Act, which provides that the board may order a union to cease from an activity "intended to restrict or limit production". The board found that the activity of the union constituted an illegal strike, and on July 30 revoked the union's certification under Section 62 of the Act. On October 19 the union launched proceedings for *certiorari* in the court.

His Lordship first pointed out that it was necessary to determine whether the refusal to work overtime constituted a strike. He quoted from Section 2 of the Act, which defines "strike" in these terms:—

"Strike" includes a cessation of work, or refusal to work, or refusal to continue to work, by employees in combination or in concert or in accordance with a common understanding for the purpose of compelling

their employer to agree to conditions of employment or of compelling another employer to agree to terms or conditions of employment of his employees.

Counsel for the union had argued that refusal to work overtime could not be a strike, first, because overtime work is a voluntary matter left to the discretion of the employee, and secondly, because to be on strike and at work at the same time was contrary to the meaning of strike. In answer to this second argument, His Lordship pointed out that in many industrial strikes the unions permit certain members to remain at work in order to prevent plant destruction, yet these employees, though working, are also on strike.

Chief Justice Farris emphasized that the meaning of strike must be determined by the whole tenor of the Act, which was clear in its intention that a collective agreement must be binding on employers and employees and that disputes must be settled without any stoppage of work. He stated:—

It is clear that the legislators were determined throughout that the employees and employers should work under a collective bargaining agreement. Therefore, in interpreting "strike", it would seem to me the words "including cessation of work, or refusal to work, or refusal to continue to work" must refer to such work as is contemplated by the Act, and this necessarily includes the collective agreement entered into between the parties which to all intents and purposes becomes part and parcel of the Act itself.

His Lordship examined the collective agreement and found that overtime work was an implied condition of the contract. This did not mean that an individual employee had not the right to refuse to work overtime or to limit his period of overtime, but that was not the question in this case. Article VII of the agreement, dealing with hours of employment, provided for a five-day, 40-hour week. Hours of work were to be between the hours of 8 a.m. and 5 p.m., "except when existing conditions render it desirable to start the day shift at an earlier or later hour". His Lordship then quoted from Article VIII which dealt with overtime work. This provided that an employee called up to work before the starting time of a regular shift for the purpose of docking and launching must be paid not less than time and a half between 6 a.m. and the regular starting time. Double time was to be paid after 12 hours of continuous work, and for all work performed on Sundays, on any of

six statutory holidays, on Saturday afternoon if the working week was Monday to Friday, or on Monday afternoon if the working week was Tuesday to Saturday.

On the matter of the necessity of overtime work the board had stated:—

Evidence before the Board showed that it has been the custom for employees to work overtime for the purpose of docking, undocking and launching ships. The requirements for overtime for this work arise from tide and other ungovernable factors. It was also shown that the practice of working overtime to meet these requirements was common to all yards.

His Lordship agreed with this statement, and said:—

It was, to my mind, clearly an implied term of the contract that the workers would work overtime, and, in the contract itself, it recognized the necessity, in this particular type of work, for such overtime work. To act in concert in refusing to work overtime, as in this case, was a clear violation of the collective agreement.

His Lordship held that this breach of the agreement created a situation similar to a strike, and that it was within the board's jurisdiction to determine whether it was a strike within the meaning of the Act, and having found that it was, to revoke the certification of the union.

Another aspect of the case discussed by the Chief Justice was the union's delay in requesting *certiorari* proceedings. Counsel for the employers urged that the union's application should be dismissed even if there were grounds for quashing the board's order, because of the union's neglect to take action sooner. The order revoking its certification had been made July 30 and the application for *certiorari* was not launched until October 19. In the interval, new bargaining agents had been certified for the employees of some yards and new agreements had been signed. To quash the board's order at this time would lead to a chaotic situation for both employers and employees, the employers argued.

Chief Justice Farris agreed with counsel for the union that the fact that the employers had signed new agreements with another union was not a proper reason for refusing *certiorari* proceedings, stating that the judicial decision must be based on all the circumstances in each case. In this particular case His Lordship was of the opinion that the union had not acted in good faith in delaying its protest against the board's order. It had not questioned the jurisdiction of the board until after the employers had entered into new agreements with another union. The reason

apparently was that the union was pleased rather than dismayed by the revocation order, since it had the effect of cancelling the agreement and making it open for renegotiation, and this had been the aim of the union throughout the dispute. In His Lordship's opinion, the union decided to ask for *certiorari* only when it found that its "sharp practices" had not worked and that it was losing control of the employees, since certain employees had chosen the Shipwrights Union as their bargaining agent and this union had concluded a collective agreement with some of the employers.

Mr. Justice Farris, dismissing the application with costs, concluded his reasons for decision in these words:—

I quite agree with counsel for the union that the right of the individuals to refuse to work overtime is one they are entitled to and it should be preserved. On the other hand, where overtime work is, by the nature of work, necessary and where it is provided for in the collective bargaining agreement, the right of the employee to work overtime voluntarily is as equally important to be preserved as is the right not to work overtime, and there is no right in the union to take away this individual right any more than there is in the employer.

In my opinion, the trouble was originally brought about by the union's deliberate violation of the agreement. It was guilty of laches in failing to immediately set aside the revoking order if it felt it had been wronged. It not only failed to initiate such proceedings but, in fact, clearly acquiesced in the revocation order and seemed to welcome it. The conduct of the union throughout was such that it is not now entitled, under all the circumstances, to the order sought. *In re Marine Workers' and Boilermakers' Industrial Union, Local No. 1, and the Labour Relations Board of British Columbia*, Supreme Court of British Columbia, October 30, 1951.

Ontario High Court of Justice . . .

. . . holds that workers have the right to picket peacefully even though strike might be unlawful.

The Ontario High Court of Justice on May 23, 1951, granted an injunction restraining certain employees of General Dry Batteries of Canada Ltd., who were engaged in picketing their employer's plant on St. Helens Ave. in Toronto during a strike, from intimidating or interfering with employees or patrons of the company, from inducing breaches of contract between the employer and other persons or corporations, and from encouraging any of these unlawful acts. The employer had sought a wider injunction on the ground that the strike was illegal, since a collective agreement was in effect, and that all picketing during an

illegal strike was also illegal. The order issued by the court did not prohibit peaceful picketing.

Mr. Justice McRuer, in giving reasons for decision, outlined the circumstances that had preceded the picketing. When the strike took place, a collective agreement was in effect. The agreement was concluded on June 12, 1950, between the employer and Local 512 of the United Electrical, Radio and Machine Workers of America, the certified bargaining agent for his employees. It was to be effective from June 1, 1950, to June 1, 1951, and from year to year after that date, unless either party notified the other in writing, at least 30 days and not more than 60 days before June 1 in any year that it desired to amend the agreement. If, after receipt of such notice, negotiations to amend it failed, the agreement would terminate June 1. The contract provided that the union would refrain from strikes or organized slowdowns during the life of the agreement.

In February, 1951, the union requested negotiations to amend the wage provisions of the agreement. Ten meetings of company and union representatives were held between March 21 and April 24, after which the union broke off negotiations. The works manager of the plant stated in his affidavit that there was evidence of a deliberate slowdown for a week before April 24. On that date the employees went on strike and had not returned to work at the time the case came before the court.

The affidavit of the works manager described the activities of the strikers. On May 3 some of the employees and others began to picket the plant carrying sandwich boards with the words "General Dry Workers on Strike". The same day the pickets turned away two delivery trucks attempting to make deliveries to the plaintiff's plant. On May 4 a group of approximately 30 pickets prevented the moving of a railway car loaded with finished batteries and, until the time of the court case, the plaintiff had been unable to ship these batteries to his customers. On the morning of May 4 a crowd of about 65 employees marched back and forth in front of the plant, occupying the whole sidewalk and making access to the premises almost impossible. On the same day the strikers prevented a truckload of finished goods from leaving the plant by crowding around the exit and forming a barricade with the motor cars of two employees. When, with police assistance, the truck was finally able to

leave, it was followed by one of the strikers, and returned to the plant without delivering the goods, for fear that pickets would embarrass the plaintiff's customer. On May 7, May 8 and May 9, mass picketing by 50 or 60 employees was carried on. Members of the supervisory staff were threatened, obstructed in their attempts to enter the plant and in some cases were subjected to physical violence. Two staff members were pelted with rotten eggs, and one had a needle driven into her shoulder. Because of the picketing, the plaintiff was unable to unload a railway car, containing raw materials, which was left on his siding and was incurring demurrage charges. He was also suffering loss because of the deterioration of partly processed batteries.

The employer applied to the Ontario Labour Relations Board under Section 59 of the Labour Relations Act for a declaration that the strike was unlawful and asked the court for an injunction to restrain the employees from picketing. Mass picketing was discontinued after May 9.

Mr. Justice McRuer held that the employees had the right to picket peacefully, even though the strike might be unlawful under the terms of the collective agreement. It was not necessary for the court to determine whether or not the strike was unlawful. His Lordship stated:—

It may be very true that the employees have improperly broken their agreement and it may be that it is unlawful for them to break their agreement, but I think they nevertheless have a common law right to inform others peacefully that they are on strike, be the strike lawful or unlawful, and if they choose to exercise this right by picketing in a manner that is not otherwise unlawful their actions cannot be restrained by, and particularly by, an interlocutory injunction . . . It is for the legislature and not for the courts to make picketing, not amounting to a nuisance at common law or the publication of defamatory matter, something that may be restrained by injunction.

In his opinion the solution of labour disputes should be left as far as possible to those who are particularly skilled in the adjustment of labour matters; he pointed out that a forum has been specially provided by the Labour Relations Act to deal with labour relations. However, it is the duty of the courts to protect personal and property rights when necessary.

His Lordship rejected as unsound the argument advanced by counsel for the defendants who maintained that the court had no jurisdiction to issue an injunction against employees committing unlawful acts in the exercise of their common law right to picket, since the unlawful acts would not

be private wrongs but criminal offences, for which the only possible remedy was prosecution. He considered that unlawful acts may properly be restrained by injunction even if they constituted an offence under the Criminal Code, and stated:—

So, in dealing with those acts . . . that go beyond peaceful picketing and interfere with the business of the plaintiff, I have no hesitation in holding that a court of equity has power to restrain any repetition of acts of that character which are obviously an interference with the freedom of the owner of the property to exercise his common law rights over the property that he owns.

In this case His Lordship considered that the plaintiff had reason to fear further interferences with the exercise of his property rights, and therefore an injunction should be granted.

In granting a modified injunction, Mr. Justice McRuer distinguished between peaceful picketing which is not a common law nuisance and illegal picketing which constitutes a conspiracy to injure and violates both property and personal rights. He questioned whether a group of employees seeking to advance their interest in a labour dispute was entitled to bring external pressure to bear on others doing business with a particular person for the purpose of injuring the business of their employer and forcing him to capitulate.

It is one thing to exercise all the lawful rights to strike and the lawful rights to picket; that is a freedom that should be preserved and its preservation has advanced the interests of the labouring man and the community as a whole to an untold degree over the last half-century. But it is another thing to recognize a conspiracy to injure so that benefits to any particular person or class may be realized. Further, if what any person or group of persons does amounts to a common law nuisance to another what is being done may be restrained by injunction.

His Lordship explained his reasons for not granting an injunction in broad terms as requested by the plaintiff, similar to the one issued by Mr. Justice Gale in the case of *Oakville Wood Specialties Ltd. v. Mustin*, 1950. [In that case the court prohibited all picketing on the ground that the strike was illegal under existing laws (L.G., 1951, p. 250).] Mr. Justice McRuer, while maintaining that the broader injunction might be the proper remedy under certain circumstances, considered that the present case did not warrant the removal of the right to picket. He therefore ordered an injunction similar to that granted by Mr. Justice Smily in *Belleville Lock Co. v. Tyner*, 1950 (L.G., 1951, p. 376) prohibiting only picketing accompanied by unlawful acts. *General Dry Batteries of Canada Ltd. v. Brigenshaw et al*, [1951] 4 D.L.R., 414.

Recent Regulations, Dominion and Provincial

Certain veterans' legislation extended to members of Special Force
New Manitoba regulations set out operating engineers' qualifications

Certain veterans' legislation has been extended to members of the Special Force by new regulations under the Veterans Benefit Act. In the provincial field, following proclamation of the Manitoba Operating Engineers and Firemen Act, new regulations have been issued setting out the qualifications required for operating engineers' and firemen's certificates. In British Columbia, the 'Christmas-tree industry was brought under the Hours of Work Act.

DOMINION

Veterans Benefit Act

Under Section 3 of the Veterans Benefit Act, 1951, the Governor in Council was empowered to make certain veterans' legislation listed in Part I of a schedule to the Act applicable to members of the Special Force. Regulations, approved by P.C. 5447 on October 9 and gazetted October 24, make applicable to veterans of the Special Force certain sections of the Veterans Rehabilitation Act, the Veterans Insurance

Act, the Veterans' Land Act, the War Service Grants Act, the War Veterans Allowance Act, Sections 28, 29 and 30 of the Civil Service Act and the Department of Veterans Affairs Act. The Veterans Benefit Act itself made veterans of the Special Force eligible for benefits under sections of the Civil Service Superannuation Act, the Pension Act, Part IV of the Unemployment Insurance Act, and the Reinstatement in Civil Employment Act. The regulations became effective when the Act went into force on October 9.

Pilotage By-Law

An Order in Council (P.C. 6456), approved December 4 and gazetted December 26, fixed the pilotage rates payable by vessels entering or leaving the port of Botwood in Newfoundland.

PROVINCIAL

British Columbia Hours of Work Act

By regulation No. 37 of the Board of Industrial Relations, workers in the Christmas-tree industry, which includes all those who cut, grade, bundle, tag, or ship evergreen trees to be used for decorative purposes, are to be covered by the Hours of Work Act, which limits normal working hours to eight per day and 44 per week. This regulation, approved by Order in Council on November 17, was made November 22 and gazetted November 29.

The annual regulation allowing employees in the mercantile industry to work additional hours during the Christmas season permitted workers in retail stores to work up to 48 hours during the week ending December 22, provided that they did not work longer than 10 hours in any one day. This regulation was made November 23 and gazetted November 29.

British Columbia Male and Female Minimum Wage Acts

Order 24 (supplementary), made November 23 and gazetted November 29, was the annual Order providing for the payment of overtime rates to store employees working extra hours during the week before Christmas, and requiring temporary employees in stores during the Christmas season to be paid the minimum wage for experienced workers.

Employees who were permitted by the special hours of work regulation to work up to 48 hours during the week ending December 22 were required to be paid the usual overtime rate of one and one-half times the regular rate for all time worked in excess of eight hours in a day or 44 in the week.

For the period from December 3 to December 31, temporary employees in the mercantile industry who worked 39 hours or more per week had to receive at least \$18 per week, and those who worked less than 39 hours, a minimum hourly rate of 47 cents.

The supplementary Order also waived for the specified period in December the daily guarantee provision which requires that all employees asked to report for work must be paid at their regular rate for all time spent at their employer's place of work,

with a minimum of two hours' pay if there is no work and of four hours' pay if they are put to work.

Manitoba Operating Engineers and Firemen Act

Under the Operating Engineers and Firemen Act, 1949, proclaimed in effect on November 24, 1951, new regulations governing the examination and certification of engineers and firemen were issued by Manitoba Regulation 46/51, gazetted December 1. They became effective from January 1, 1952. The previous regulations for the certification of engineers were contained in the Steam Boiler and Pressure Plant Act, 1933. At the 1949 session of the Manitoba Legislature, two Acts were passed to replace this earlier statute: the Operating Engineers and Firemen Act and the Steam and Pressure Plants Act (L.G., 1949, p. 995). The 1933 statute will be repealed when the new Steam and Pressure Plants Act is proclaimed in effect.

In providing for four classes of engineers' certificates instead of three, as before, and in changing the qualifications required for each class, the regulations are now more in line with those in other provinces and are especially similar to those in effect in Saskatchewan. This has meant that, in some of the qualifications listed for certification, more experience is required, while for others, less experience is now necessary.

In addition to the four classes of engineers' certificates, the regulations now provide for a fireman's certificate and also for a provisional operating engineer's certificate, as before.

Every candidate for an examination for a certificate must be over 18 years of age and must make written application to the Department of Labour on the prescribed form, setting out his qualifications and references. Certificates are issued, upon payment of a fee, to every candidate who answers successfully at least 70 per cent of the questions in an examination for first or second class operating engineer's certificate, or 60 per cent if the examination is for a third, fourth or provisional operating engineer's or fireman's certificate. In special circumstances, a candidate for a fourth class, provisional operating engineer's or fireman's certificate may be examined orally by a person designated by the Board of Examiners.

The regulations outline the experience and standing required for each certificate.

A candidate for a first-class engineer's certificate must hold a second-class certi-

cate and, in addition, must be qualified in one of the following ways: He must, since the issue of his second-class certificate, have had three years' experience as chief engineer in operating a high-pressure plant of not less than 300 h.p. or four years as assistant in operating one of 500 h.p. or over, *or* he must have had two years' experience as chief engineer or three as assistant engineer, as above, and, in addition, must have spent four years installing and repairing boilers or plant machinery or in general plant maintenance, *or* he must hold a certificate in engineering issued by an approved school of technology, and in addition, since the issue of his second-class certificate, have had two years' experience as chief engineer or three as assistant engineer, in plants as specified above.

A first-class engineer is authorized to take charge of any plant.

For a second-class certificate, a candidate must hold a third-class certificate and in addition: He must, since the issue of his third-class certificate, have had two years' experience in operating as chief engineer a plant of from 100 to 200 h.p. or three years as assistant in a plant of from 200 to 500 h.p., *or* he must have had four years' experience in installing and repairing boilers, etc., and have acted for one year as chief engineer, *or* for two years as assistant engineer, as above, *or* he must have completed an approved engineering course and acted as chief engineer, as above, for a year and a half *or* as assistant engineer for two years.

The holder of a second-class operating engineer's certificate may take charge of a plant of from 200 to 500 h.p. or act as shift engineer in any plant.

A candidate for a third-class certificate must hold a fourth-class certificate and, in addition: He must, since the issue of his third-class certificate, have operated as chief engineer a plant of from 25 to 100 h.p. or fired a high-pressure boiler of at least 100 h.p. for one year, *or* he must have fired such a boiler for two years, *or* he must have served for at least two years in building or repairing boilers and, in addition, have fired a high-pressure boiler of over 100 h.p. for one year *or* he must have completed an approved course and have fired a boiler of over 100 h.p. for a year and a half.

A third-class engineer may take charge of a plant of from 100 to 200 h.p., act as shift engineer in one of from 300 to 500 h.p. or act as fireman in any plant.

A fourth-class certificate may be granted to a candidate who for one year has

operated a high-pressure boiler of not less than 25 h.p., or had a year's experience in the construction of boilers and fired a boiler of 25 h.p. or over for six months. As an alternative, he must have held a fireman's certificate for at least two consecutive years and have fired a boiler of over 25 h.p. for six months. He is also eligible if he has served as a provisional operating engineer for 12 months and, in addition, has fired a boiler of 25 h.p. or over for six months.

The holder of a fourth-class certificate is permitted to take charge of a plant of from 25 to 100 h.p., act as shift engineer in a plant of from 100 to 200 h.p., or act as fireman in a plant of from 200 to 500 h.p.

To qualify for an engineer's provisional certificate, a candidate must have six months' experience in firing a high-pressure boiler of 5 h.p. or over; or have held a fireman's certificate for 12 months, during which period he assisted in operating a boiler of 5 h.p. or over for three months. Alternatively, he must have assisted in operating such a boiler for three months and, in addition, have had experience in related trades satisfactory to the board.

The holder of a provisional operating engineer's certificate may take charge of a plant of from 5 to 25 h.p., act as shift engineer in a plant of from 25 to 100 h.p. or act as fireman in a plant of from 100 to 200 h.p.

A fireman's certificate may be granted to a candidate who can satisfy the board that he has had sufficient experience in the operation of heating plants and related experience and has passed a prescribed examination. A fireman may operate a low-pressure heating plant or act as fireman in a plant of from 25 to 100 h.p.

The regulations permit the board, with the approval of the minister, to grant the appropriate certificate without examination to an engineer certified by the Government of Canada or by another province or any other recognized authority.

A special qualification certificate may be issued by the minister, on recommendation of the board, to an applicant who has the qualifications and experience necessary for performing the duties of the particular position for which he wishes to be certified.

A special certificate will expire in 90 days unless a different period is specified in the certificate. All other certificates must be renewed annually. A certificate holder who has not renewed his certificate for three consecutive years may be required to pass a further examination before his certificate will be renewed. A certificate may be amended, cancelled or suspended by the minister, whose decision is final.

The regulations include rules for the conduct of examinations, and prescribe fees payable for examinations and certificates.

Saskatchewan Vehicles Act

New regulations providing for the recording of working hours of drivers of commercial and public service vehicles were issued by the Highway Traffic Board on December 3 and gazetted December 15.

The board may require the holder of a commercial vehicle or a public service vehicle certificate to provide a log-book for every driver. In the book the driver must record a continuous account of the time which he has spent on and off duty for each duty period and he must keep the book with him for the entire time during which he is on duty.

Provincial Labour Standards Bulletin Now Available

The 1951 edition of the bulletin issued annually by the Department of Labour under the title "Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation" is now being distributed. In concise form, the bulletin sets out the school-leaving ages, minimum age for employment in mines, factories and shops, limits on working hours, minimum wage rates, workmen's compensation benefits, and the requirements for annual and public holidays and for a weekly rest-day fixed by or under the various provincial laws, and makes possible a comparison as between provinces. The principal changes made during the past year are noted in the foreword. Copies of the pamphlet are available without charge from the Legislation Branch, Department of Labour, Ottawa.

Unemployment Insurance

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 772,* December 6, 1951

Held: (1) *That a claimant who had voluntarily left her employment in one city, in order to follow her husband who had been transferred to another city, had not shown that she had "just cause for reasons solely and directly connected with her employment" within the meaning of Benefit Regulation 5A (1) (b) (iii).*

(2) *That, as the claimant had not fulfilled any one of the additional conditions prescribed in Benefit Regulation 5A, she was rightly disqualified for the two years immediately following the date of her marriage. (Reference is made to CU-B 612.)*

Material Facts of Case.—The claimant, who was married on July 21, 1950, was employed in Hamilton, Ont., as a dental assistant from 1947 to June 30, 1951. She filed a claim for benefit in Montreal, P.Q., on August 21, 1951, stating that she had voluntarily left her employment in order to follow her husband, who had been transferred to that city.

Benefit Regulation 5A, as amended effective July 1, 1951, reads as follows:—

5A(1) In order to receive benefit for any day of unemployment which occurs within the two years immediately following the date of her marriage, every married woman shall, in respect of any such day, in addition to proving the fulfilment of all other conditions of entitlement to benefit, produce evidence satisfactory to an officer of the Commission of the fulfilment of any one of the following additional conditions namely:

(a) that she has worked for at least ninety days under a contract of service,

(i) in excepted employment other than employment by persons

connected with her by blood relationship, marriage or adoption, or

(ii) in insurable employment, or
(iii) partly in such excepted employment and partly in insurable employment,

and the said ninety days of employment shall have been performed following her marriage but if she was in employment at the time of marriage, at least sixty of such days of employment shall have been performed after her first separation from employment subsequent to her marriage;

(b) that her first separation after marriage from the employment in which she was engaged at the time of her marriage or her last separation from employment occurring within eight weeks prior to her marriage was in consequence of,

(i) the application of her employer's rule against retaining married women in his employ, or

(ii) a discharge on account of shortage of work, or

(iii) leaving voluntarily because she had just cause for reasons solely and directly connected with her employment;

(c) that her husband has died;

(d) that she has been deserted by her husband;

(e) that she is permanently separated from her husband; or

(f) that her husband is wholly incapacitated for work and that such incapacity has lasted for at least four consecutive weeks, and in such case this condition shall be deemed to have been fulfilled from the date of her claim for benefit but not prior to the commencement of the period of such incapacity.

(2) The conditions referred to in paragraphs (a) to (e) inclusive of subsection one, shall be deemed to have been fulfilled, in each case, upon the occurrence of the event or on the date of claim for benefit, whichever is the later, and when a married

*Decisions are published in two series: Those designated CU-B refer to benefit cases; those designated CU-C, coverage cases.

woman has proved the fulfilment of any one of the conditions referred to in the said subsection, she need not prove such fulfilment again in the said period of two years unless she contracts another marriage.

- (3) The provisions of this section do not apply in respect of the period that a married woman continues to be designated as a short-time claimant by an officer of the Commission, if she was in employment at the time of her marriage and, without interruption of such employment, remains employed by the same employer on a short-time basis.

As the insurance officer was of the opinion that the claimant had not established that she could meet "any one of the additional conditions" stipulated in Benefit Regulation 5A, he disqualified her from the receipt of benefit for the period from August 21, 1951 to July 21, 1952.

The claimant appealed to a court of referees, which unanimously upheld the decision of the insurance officer. The court, however, wondered whether the principle mentioned by the Umpire in CU-B 612, viz: "a wife has a legal and moral obligation to live with her husband wherever he has established his residence or domicile" should not be "applied against Section 5A of the Benefit Regulations" and for that reason granted the claimant leave to appeal to the Umpire.

The claimant appealed to the Umpire.

Conclusions.—CU-B 612 (September 7, 1950), to which the court of referees and the claimant referred, deals with the case of a young married woman who voluntarily left her employment in Timmins a month or two after her marriage in order to live with her husband, who had established his residence or domicile in Toronto. Taking into consideration the principle that "a wife has a legal and moral obligation to live with her husband wherever he has established his residence or domicile" and the circumstances of the case, I decided that the claimant had shown just cause within the meaning of Section 41 (1) of the Act for having voluntarily left her employment.

Since then, however, Benefit Regulation 5A, which imposes additional conditions upon married women who claim benefit within the two years following the date of their marriage, has been introduced by the Unemployment Insurance Commission and it has the same effect as if enacted in the Unemployment Insurance Act. Neither the insurance officer nor the court of referees nor the Umpire has any vested power to override the regulations which are passed by the Commission and approved by Order in Council.

Benefit Regulation 5A in paragraph (b) (iii) of subsection (1) goes much further than Section 41 (1) of the Act and it recognizes as "just cause" those reasons only which are solely and directly connected with the employment of a claimant.

The condition laid down in paragraph (b) (iii) is not met, therefore, in cases like the present one where a claimant voluntarily leaves for purely personal reasons; the employment itself must be directly involved and I would cite as an example the case of a claimant who voluntarily leaves because the employer has decided to make unreasonable changes in the contract of service or that of a claimant who leaves because the particular kind of work she performs has become injurious to her health.

Under the circumstances the appeal is dismissed.

Decision CU-B 774, December 6, 1951

Held: (1) *That leave of absence without pay during a period of employment does not constitute a "separation" within the meaning of Benefit Regulation 5A.*

(2) *That, as the claimant had not fulfilled any one of the additional conditions prescribed in Benefit Regulation 5A, she was rightly disqualified for the two years immediately following the date of her marriage.*

Material Facts of Case.—The claimant, who was married on August 5, 1950, was employed in Toronto, Ont., as a power sewing machine operator from 1947 to June 15, 1951. She filed a claim for benefit in Edmonton, Alta., on July 30, 1951, stating that she had left her employment voluntarily in order to accompany her husband who was seeking employment in the Edmonton area.

Benefit Regulation 5A (amended), which became effective on July 1, 1951, is quoted in full in CU-B 772.

As the insurance officer was of the opinion that the claimant had not established that she could meet "any one of the additional conditions" stipulated in Benefit Regulation 5A, he disqualified her from the receipt of benefit for the period from July 30, 1951 to August 5, 1952.

The claimant appealed to a court of referees, contending that as her first separation from employment had taken place when she was on leave of absence to be married, from July 29, 1950 to August 28, 1950, and as she had since the latter-mentioned date accumulated more than the

required number of days of employment for entitlement to benefit, she should not have been disqualified.

The majority of the court upheld the decision of the insurance officer, concluding its decision as follows:—

We would like to point out, however, that this Regulation was not even in effect at the time the claimant became married and naturally could not have any knowledge of its existence. We believe that this Regulation has worked a hardship on claimants where they intend to continue in the labour field as has this claimant. We consequently dismiss the claimant's appeal for the above reasons. She is held disqualified from July 30, 1951 to August 5, 1952.

The claimant appealed to the Umpire.

Conclusions.—According to the evidence before me, the claimant asked for a four weeks' leave of absence in the summer of 1950 to be married. When the four weeks elapsed she duly returned to her employment.

That this temporary leave of absence was without pay is immaterial to the issue and I agree with the majority of the court that it cannot be considered as a "separation" within the meaning of Benefit Regulation 5A.

Under the circumstances, and since she could not comply with any of the condi-

tions laid down in that regulation when she filed her claim, she was rightly disqualified from the receipt of benefit.

With regard to the remarks made by the court of referees in the concluding paragraph of their decision, it was never intended by Benefit Regulation 5A to impair the rights of married women, who are honestly desirous of working, to receive benefit under the Act when unemployed. That regulation was introduced as a corrective measure to prevent newly-married women, who are not genuinely in the labour field, from draining the unemployment insurance fund to the detriment of the workers of this country for whom the Act was really intended; it is based on the assumption that, generally speaking, when a woman enters into marriage she will not have to support herself and her domestic responsibilities will prevent her from taking employment.

Regulation 5A, as it stood originally, was found to lend itself to discrimination and the Commission, by amendment, eased the conditions thereof. If, in the light of experience, the amended regulation under which the claimant is disqualified still proves to create anomalies, I feel that the Commission will not hesitate to make more effective adaptations.

The appeal is dismissed.

Monthly Report on Operation of the Unemployment Insurance Act

Statistics for November, 1951* show that total of claims during that month increased by almost 40,000 over number filed the previous month

Initial and renewal claims for benefit filed in local offices of the Unemployment Insurance Commission across Canada during November totalled 122,603, an increase of 39,701 over the October figure of 82,902. The monthly report on the operation of the Unemployment Insurance Act issued by the Dominion Bureau of Statistics shows that while a rise occurred in all provinces, the greatest increases were registered in Quebec, Ontario and British Columbia. In November, 1950, claims filed numbered 93,016.

Claimants on the live Unemployment Insurance register on the last working day of November totalled 186,833 (127,237 males and 59,596 females). Of this total, 153,651 (108,752 males and 44,899 females) were ordinary claimants; of the remainder, 33,179 (18,482 males and 14,697 females) were short-time claimants.

Decisions were recorded for a total of 107,835 initial and renewal claims, of which 86,105 were entitlements to benefit and 21,730 non-entitlements. Claims not allowed numbered 10,553, while disqualifications were imposed in 14,291 cases (including 3,114 on revised claims). Chief reasons

*See Tables E-1—E-6 at end of book.

for disqualification were: "voluntarily left employment without just cause" 5,092 cases; "not unemployed" 3,997 cases; "not capable of and not available for work" 1,051 cases.

A total of 67,861 persons began receiving benefit payments on initial and renewal claims during the month, compared with 46,102 in October and 49,532 in November, 1950.

Benefit payments during the month amounted to \$5,107,466 in respect of 2,033,423 unemployed days. During October, \$3,901,854 was paid in respect of 1,567,172 days, while payments during November, 1950, amounted to \$4,184,103 for 1,781,566 days.

During the week of November 24-30, a total of 97,511 persons received \$1,327,648 in compensation for 523,648 unemployed days. Last month, for the week October 27-November 2, 72,267 persons received benefits amounting to \$955,883 for a total of 384,654 days. During the week November 25-

December 1, 1950, \$1,052,948 was paid to 79,052 persons in compensation for 439,993 unemployed days.

The average daily rate of benefit for the week November 24-30 was \$2.54, compared with \$2.49 for the week October 27-November 2, and \$2.39 for the week November 25-December 1, 1950.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of November, 1951, insurance books were issued to 4,152,998 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951. This was an increase of 91,834 during the month.

As at November 30, 1951, employers registered totalled 243,442—a decrease of 493 since the end of October.

Tenth Annual Report of Unemployment Insurance Commission

The tenth annual report of the Unemployment Insurance Commission has been published. It covers the fiscal year which ended March 31, 1951.

Having completed 10 years of operation, the commission, in a foreword to the report, recapitulates the fund's progress over the 10-year period.

Contributions by employers and employees totalled \$773,530,580.72; contribu-

tions by the federal Government were \$154,711,472.81. Benefits paid out amounted to \$343,150,000.89. At March 31, 1951, the fund stood at \$664,580,376.79.

An historical outline of unemployment insurance in Canada appeared in the September, 1950, issue of the *LABOUR GAZETTE* (pp. 1524-42) under the title "Unemployment Insurance and the National Employment Service".

Employment Conditions

December 1951

Live applications at NES offices at the end of December, 1951, were almost 39,000 more than at same date the previous year. Placements were almost 7,500 fewer. Maritime employment situation was stable; unemployment higher in Ontario and Quebec, lower in Prairie region

Compared with the same date last year, the number of live applications at NES offices at the end of December rose to 195,528 for male and to 70,053 for female workers, from 173,186 and 53,611 respectively; placements declined to 6,027 and 2,565 from 10,420 and 5,616 for males and females respectively.

The employment situation was generally stable in the Maritimes while in the Prairies, unemployment was actually lower than last year. On the other hand, in the Ontario and Quebec regions, unemployment was considerably higher and could be attributed to a general decline in demand for consumer durables, semi-durables, textiles, leather products, furniture, and particularly in Ontario to a slump in the automobile industry.

The increase in unemployment in recent months has, considered broadly, resulted from a shift in production from civilian to defence goods, to stronger foreign competition, particularly in textile products, and to tighter credit regulations, as well as to the usual seasonal factors. As might be expected, demand for labour has continued strong in industries working on defence production; demand for workers in the heavy industries has also been strong. In addition to significant unemployment, short-time employment was the main feature in the consumer goods industries, especially in the two central provinces. The fact that the construction industry was approaching its low level of activity, and that the inland navigation season has ended, has of course contributed to weaken labour demand. On the other hand, the demand for loggers and for mining labour has been high. The non-ferrous products industry also remained very active.

Taken in the aggregate, and in spite of pockets of unemployment, the general level of economic activity of 1951 was higher than for 1950. Variations in the employment situation are the result of the transition from a peace-time economy to an

An analysis of the current employment situation prepared by the Economics and Research Branch of the Department of Labour on the basis of reports from National Employment Service, the Dominion Bureau of Statistics and other official information.

economy making a significant defence effort. In total, non-agricultural employment advanced four per cent during the year while agricultural employment declined by an estimated seven per cent.

Many industries contributed to the general rise in non-agricultural employment. The logging industry in Eastern Canada employed 12 per cent more workers in December, 1951, than at the same period in 1950. Employment in mining rose by more than 4,000 during 1951. Employment in industries concerned with defence production, and producer goods industries, increased significantly. Thus aircraft employment expanded by an estimated 103 per cent; shipbuilding by 56 per cent; agricultural implements by 12 per cent; non-ferrous metals products by 10 per cent; machinery by nine per cent and iron and steel by seven per cent.

Another industry showing a general improvement in employment in 1951 was the construction industry, which required a larger work force to meet the largest building program on record as industrial, defence and commercial building increased in volume. Higher employment levels were also indicated in service, finance and insurance, and public utility groups. Moderate expansion took place also in employment in the distributive industries: transportation, communication and trade.

In contrast, and as mentioned earlier, declining demand for several consumer products tended to partially offset the rising level of aggregate employment.

As might be expected, the local and regional employment situations, dealt with below, show significant variations.

Regional Analysis

In the *Atlantic* region, the fishing industry was still busy and catches very good, although there were some bad weather conditions in December. Woodworkers were in strong demand, although the optimism of a large cut may be somewhat tempered by the currently high inventories and lower prices for lumber and pulp sold to the United States. Although mining was generally active, the provincial government-operated mine at Inverness was closed, causing a lay-off of 115 men who cannot find local employment. All sectors of manufacturing were busy with the exception of stove factories at Moncton, which reduced production because of heavy inventories. Firms in the construction industry were reducing their staffs. The closing of the navigation season on the St. Lawrence River was beneficial to the Atlantic seaports. In general, employment conditions are more favourable in the Atlantic region than in other parts of Canada.

In the *Quebec* region, demand for loggers continued brisk in spite of the fact that cutting was ahead of schedule. Experienced workers were in short supply in mining, although immigrants helped to ease the situation. Heavy snowfalls caused the closing of many quarries for the winter months. In manufacturing, surpluses were highest in textile centres, while shortages still persisted for skilled tradesmen in many plants handling armament contracts. Employment in tobacco manufacturing declined because of reduced demand. Demand for furniture and leather products continued weak, although there were some signs of a revival in the shoe industry at Quebec and Montreal. The non-ferrous metals industry continued very active.

The NES report for December 1951 indicates that a larger than usual reduction in employment among factory workers was developing throughout the region. This, aside from the economic factors mentioned in the general text, can be attributed also in part to a slump in construction.

Nevertheless, and aside from considerable short time employment (e.g. 400 Montreal firms were on short time during December), the general economic activity in the region was quite high.

The upward trend in unemployment during December in the *Ontario* region was reflected in growing local manpower surpluses. Purely seasonal unemployment accounts for only a part of the number of

persons seeking work in the Ontario region at the end of December. Far more significant are the depressed markets for products of the textile, clothing, automobile, leather, rubber footwear, furniture and electrical apparatus industries.

During December, further reductions in staffs were made by employers in these industries, as inventories remained at high levels and market prospects were persistently discouraging. As a result, the local employment situations deteriorated in a total of 33 of the 61 labour market areas of the region.

In Toronto, active job applications at the end of December were more than double the total of the last year. The responsibility for this rests with the very general slackness in most consumer goods manufacturing and the influx into the area of workers from outside points. Similar factors have given rise to considerably higher levels of unemployment in Hamilton, London, Brantford, Kitchener, Galt, Guelph, Niagara Falls, St. Catharines, Sarnia and Welland. Generally, in the Ontario region, industries most prominently affected are textiles, clothing, footwear, furniture, and electrical appliances.

In the *Prairie* region, the large proportion of local areas where labour demand and supply is in general balance reflects the operation of several factors that have contributed to a relatively active winter season. The continued strength of the demand for pulp products, together with favourable weather conditions, has resulted in a high level of production in the Lakehead area, with over 4,000 seasonal workers absorbed in logging work during the past four months. In Alberta, industrial expansion and the extension of exploration for oil and natural gas have been responsible for a steady increase in non-agricultural employment. The third source of additional demand for labour is the large volume of defence construction, much of which is continuing through the winter.

On the supply side of the labour market picture, although the large volume of immigration this fall has increased the total number of persons available for work, the record value of farm products has enabled more farm workers than usual to retire from the labour force for the winter.

As a result of these factors, unemployment in the region as a whole was lower than last year, in contrast to the situation in other regions. Of the 30 local areas in the Prairie Provinces, Winnipeg was the only one in which the labour surplus was moderately large and was one of the few places in the region where job applications

were greater than last year. A 25-per-cent drop in construction and a slackening in retail trade and clothing manufacture are the chief causes for the labour surplus in the city.

At the present time, two main influences bear on the level of employment in the **Pacific** region. The first stems from the re-armament activities of the Western nations. The direct result has been an increase of 80 per cent in shipbuilding employment in the past year and a steady advance in the iron and steel industries. At the same time, the world scarcity of critical materials has accelerated the development of new forest, mining and power resources and the expansion of existing capacity. Many of these projects

will reach the production stage this year; the larger ones are not expected to be completed before 1954.

While the basic employment trend is upward, the current situation has been adversely affected by both the long forest closure last summer and the heavy fall of snow at the end of the year. Lost production and income during the summer months have been reflected in a year-to-year drop in sawmill employment despite the strong export demand for lumber, and in lower levels of employment in retail trade. The recent heavy snowfall has resulted in a sharp rise in job applications at NES offices. Latest reports show a total of 50,800 at January 10, which is 14 per cent of the estimated number of wage and salary workers.

Task Force Seeking Ways to End Unemployment in Detroit

While the first soup kitchen since the depression began functioning in Detroit at the first of this month, a United States government task force sought ways of putting Michigan's 158,000 jobless back to work.

Formation of the task force was announced in mid-January by Manly Fleischmann, Defence Production Administrator. An inter-agency committee, the group comprises top officials from nine government agencies, including the Munitions Board, the Army, Navy and Air Force Procurement Offices, the Labour Department, the General Services Administration, the Atomic Energy Commission, the National Production Authority and the Defence Production Administration.

Detroit, where about 158,000 workers have lost their jobs because of cuts in automobile production ordered by the Government, is the committee's first target.

Announcing the formation of the task force, Mr. Fleischmann said: "The threat of mounting unemployment in the Detroit area has made it necessary to take immediate action to divert as much government contract work as possible to bridge the gap between the cutbacks in automobile production and the steady, but apparently not rapid enough, rise in defence production work.

"To begin with," Mr. Fleischmann added, "the task force will explore the total procurement program and the facilities which are available in the Detroit area to

ascertain what additional government contract and subcontract work can be placed in Detroit. It will be responsible for arranging for the placement of such government contracts in Detroit.

"The group will arrange for shifting the contracts to the Detroit area, even though some additional cost may be involved."

On its arrival in Detroit, the committee was told by automobile industry leaders that defence contracts on the present scale could not absorb the number of idle auto workers. The only immediate solution, they said, was for the Government to allow increased production of passenger cars and trucks.

C. E. Wilson, President of General Motors, suggested that the job problem could be wiped out if the Defence Production Administration would allot enough steel, aluminum and copper for 1,100,000 passenger cars and 275,000 trucks in the second quarter of this year. Under present plans, the industry will be allowed to build 930,000 cars and 220,000 trucks, if it can stretch copper and aluminum allocations for 800,000 cars by substitutions and dipping into stock piles.

R. E. Gillmor, Chairman of the task force, said that the metal allocations had been arrived at without prejudice to any segment of industry. He said the group would do everything possible to direct new contracts to the Detroit area.

The inter-agency committee was created at the direction of the Defence Mobilizer, Charles E. Wilson.

Wages, Hours and Working Conditions

Printing, Publishing and Allied Industries

Wage rates increased approximately eight per cent during year ending October 1, 1950. More than 70 per cent of the workers in printing were on a 40-hour week, more than 85 per cent on a 5-day work week

Wage rates in printing, publishing and allied industries increased by about eight per cent during the year ending October 1, 1950. More than 70 per cent of the workers were reported on a scheduled 40-hour work week during the fall of 1950 and more than 85 per cent normally worked five days per week.

Most workers received an initial vacation of one week, although in the Atlantic provinces and British Columbia, a substantial proportion received two weeks. Fifty-four per cent of the workers were paid for eight observed statutory holidays and 20 per cent were paid for seven such holidays. Rest periods were granted to 45 per cent of the workers, with the largest number receiving two periods per day of 10 minutes duration. Fifty-six per cent were given wash-up periods, most commonly two per day of five minutes duration.

For purposes of this analysis, the information on wages was based on slightly different industrial subdivisions than that on working conditions.¹

Daily Newspapers

Average hourly wage rates in the printing and publishing of daily newspapers increased 8.7 per cent during the year ending October 1, 1950. This compares with an increase of 7.7 per cent during the year ending October 1, 1949. The index rose to 178.6 in 1950 as compared with 100 in the base year 1939.

Average hourly wage rates and standard hours of work per week are shown in Table I for two important printing trades,

¹The industrial category "job printing" used in Table II on wage rates covers establishments engaged in (1) engraving, stereotyping and allied industries; (2) commercial printing; and (3) printing and publishing of weekly newspapers, magazines, books and periodicals. The tables on working conditions show separate statistics for the first group and combined figures for the second and third groups under the heading, "commercial and other printing".

Information in this article is prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and on certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

compositor and pressman, in 16 cities across Canada. Rates of pay varied considerably between cities but very little between the two occupations within any one city. Toronto, the highest paying

TABLE I.—AVERAGE WAGE RATES AND HOURS OF LABOUR IN THE PRINTING AND PUBLISHING OF DAILY NEWSPAPERS, OCTOBER, 1950

Locality	Standard Hours per Week	Average Wage Rate per Hour	
		Compositor, Hand and Machine	Pressman
		\$	\$
Nova Scotia— Halifax.....	40	1.43	1.35
New Brunswick— Saint John.....	40	1.30	1.30
Quebec— Montreal.....	40-44	1.83	1.78
Quebec.....	40-44	1.31	1.27
Ontario— Hamilton.....	40-44	1.66	1.71
London.....	40	1.65	1.65
Ottawa.....	37½	1.75	1.74
Toronto.....	40	1.97½	1.97½
Windsor.....	38½	1.86	1.86
Manitoba— Winnipeg.....	40-46	1.48	1.47
Saskatchewan— Regina.....	44	1.39	1.42
Saskatoon.....	40	1.50	1.50
Alberta— Calgary.....	45	1.50	1.50
Edmonton.....	40-45	1.50	1.50
British Columbia Vancouver.....	37½	1.80	1.80
Victoria.....	37½	1.76	1.76

TABLE II.—AVERAGE WAGE RATES AND HOURS OF LABOUR IN JOB PRINTING, OCTOBER, 1950

Locality	Standard Hours per Week	Pressman, Cylinder		Pressman, Job		Pressman, Offset		Bindery Worker, Hand (Female)		Compositor, Hand		Linotype Operator	
		Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
Nova Scotia— Halifax.....	40-45	\$ 1.11	1.00-1.50	\$ 1.21	1.00-1.50	\$	\$	\$.46	.42-.50	\$ 1.08½	1.00-1.15	\$	\$
		1.19	1.13-1.26					.43	.40-.49	1.18	1.13-1.26		
New Brunswick— Saint John.....	40-44	1.19	1.13-1.26					.42	.31-.44	1.21	1.18-1.25	1.19	1.12-1.24
		1.59	1.50-1.70	1.40	1.30-1.55	1.88	1.57-2.20	.77	.73-.83	1.58	1.50-1.70	1.59	1.50-1.65
Quebec— Quebec.....	42½-45 37½-48½	1.19	1.15-1.24										
		1.59	1.50-1.70	1.40	1.30-1.55	1.88	1.57-2.20	.77	.73-.83	1.58	1.50-1.70	1.59	1.50-1.65
Ontario— Ottawa.....	40-45	1.42	1.25-1.50	1.28	1.11-1.50	1.60	1.10-1.85	.59	.50-.60	1.43	1.25-1.50	1.43½	1.35-1.50
		1.65	1.60-1.75	1.59	1.40-1.72½	1.98	1.60-2.25	.84	.72-.90	1.63	1.60-1.72½	1.66	1.60-1.80
Toronto.....	37½-48	1.56	1.55-1.65			1.89	1.60-2.10	.77	.70-.80	1.55	1.54-1.60		
		1.58	1.38-1.80	1.40	1.25-1.50	1.95	1.57-2.17	.65	.50-.80	1.47	1.42-1.55		
Hamilton.....	40-44							.85	.80-.90	1.64	1.35-1.80		
				1.49	1.35-1.65								
London.....	40-44												
Windsor.....	40-44												
Manitoba— Winnipeg.....	40-44	1.44	1.37-1.55	1.33	1.13-1.42	1.54	1.30-1.87	.70	.50-.74	1.40	1.37-1.52	1.46	1.37-1.52
Saskatchewan— Regina.....	40	1.54	1.50-1.58					.82	.80-.90	1.50		1.51	1.39-1.65
Alberta Calgary.....	40	1.60	1.50-1.75	1.52	1.50-1.58								
		1.62	1.50-1.75	1.52	1.50-1.60	1.60½	1.50-1.73	.84	.80-.90	1.54	1.50-1.69	1.52	1.50-1.55
Edmonton.....	40							.80	.70-.90	1.55	1.50-1.60	1.57	1.50-1.65
British Columbia— Vancouver.....	37½-40	1.70	1.50-1.84	1.56	1.48-1.71	1.67	1.50-1.88	.91	.75-1.00	1.67	1.50-1.71	1.79	1.50-2.00
		1.70½						1.00		1.70½			
Victoria.....	40												

centre, reported a rate of \$1.97½ for both compositors and pressmen, whereas Saint John, at the other extreme, had a rate of \$1.30 an hour for the two trades. Wage differentials between the two occupations were reported in seven cities, ranging from one cent per hour in Ottawa and Winnipeg to eight cents an hour in Halifax, where compositors received \$1.43 an hour and pressmen, \$1.35.

All the cities covered in this comparative study reported higher wage rates for both pressmen and compositors than they did in 1949. Pressmen in Hamilton received the biggest increase in wage rates, with the average rising from \$1.47 an hour to \$1.71. In Toronto, both trades received an increase of 20 cents an hour. The smallest gain in rates occurred in Halifax, where the two occupations received five cents an hour more than in the preceding year.

Job Printing

The index of average hourly wage rates for job printing had by October 1, 1950, risen to 202·3 over the base year 1939 as 100. This represents an increase of 7·4 per cent over the previous year, when the index stood at 188·3, slightly more than half the increase which occurred during 1949.

Average hourly wage rates and ranges of rates are shown in Table II for six representative occupations in job printing.

Averages and ranges are presented for 15 cities in all provinces except Newfoundland and Prince Edward Island. Two changes have been made in the occupations covered in this industry since the last analysis was published. Pressman has been separated into three types, cylinder, job and rotary, and linotype operator has been added. In addition to statistics on wages, the standard hours of work per week is shown for each of the 15 centres.

Of the three different classes of pressmen included in this comparative study, offset pressmen received the highest rates of pay in most cities, the range being from \$1.54 an hour in Winnipeg to \$1.98 in Toronto, and job pressmen received the lowest, ranging from \$1.21 per hour in Halifax to \$1.59 in Toronto. Of nine cities reporting rates for both cylinder pressmen and linotype operators, two showed equal rates and the others a differential ranging from one cent an hour in Toronto to nine cents in Vancouver, with linotype operators the highest paid in all such cases. Average wage rates for the other male occupation, hand compositor, varied from \$1.08½ an hour in Halifax to \$1.70½ in Victoria. The lowest rates in all cities were paid to female bindery workers, the only unskilled occupation covered in the study. These rates varied greatly, from 42 cents an hour in Quebec to \$1 in Victoria.

TABLE III.—THE NORMAL WORK WEEK IN PRINTING, PUBLISHING AND ALLIED INDUSTRIES, OCTOBER, 1950

Non-office Employees by Region and by Industry

Normal Weekly Hours	Print- ing, Publish- ing, and Allied Indus- tries	By Region					By Industry		
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Daily News- papers	Engrav- ing, Stereo- typing and Allied Indus- tries	Com- mercial and Other Print- ing
Employees on a 5-Day Week									
Under 40.....	1,728		381	354		993	949	381	398
40.....	17,825	259	3,939	11,038	1,957	632	3,431	5,336	9,058
Over 40.....	2,319	12	584	1,706	14	3	116	321	1,882
Total.....	21,872	271	4,904	13,098	1,971	1,628	4,496	6,038	11,338
All Employees									
Under 40.....	1,770		381	394	2	993	956	413	401
40.....	18,041	297	4,042	11,038	2,032	632	3,639	5,336	9,066
Over 40 and under 44.....	885	53	22	771	39		203	118	564
Over 44.....	2,877	307	840	1,369	358	3	1,662	218	997
Over 44.....	1,756	160	376	934	286		856		900
Total.....	25,329	817	5,661	14,506	2,717	1,628	7,316	6,085	11,928

Working Conditions

The Normal Work Week (Table III).—The largest group of workers (71 per cent) in the printing, publishing and allied industries was on a 40-hour week, with another 11 per cent on a 44-hour schedule.

In the Atlantic provinces, 36 and 37 per cent of the plant workers were on a 40- and 44-hour week respectively. In Quebec, Ontario and the Prairie Provinces, more than 70 per cent of the workers were in plants which reported a normal work week of 40 hours for most of their employees.

One-half the workers employed on daily newspapers were on a 40-hour week and slightly more than one-third were working 44 hours or more. More than three-quarters of the plant employees in the other two divisions of the industry were on a normal work week of 40 hours.

Eighty-six per cent of the workers in the printing and publishing industry were on a 5-day week in 1950. Slightly less than two-thirds of the workers in the daily

newspaper division of the industry and more than 95 per cent in the other two divisions were reported working a 5-day schedule. Except for a slight increase in the proportion of workers on a 5-day week, normal weekly hours remained much the same as in 1949.

Overtime Payment.—Time and one-half was the most common overtime rate for work after standard daily or weekly hours but establishments which employed a substantial proportion of the workers paid time and one-half for the first two to four hours overtime and double time thereafter. Double time was the predominant rate paid for work on Sunday.

For work on paid statutory holidays, establishments employing more than two-thirds of the workers reported paying double the regular rate. Plants paying double time and one-half or triple time for work on these holidays, employed another 20 per cent of the total.

TABLE IV.—ANNUAL VACATIONS WITH PAY IN PRINTING, PUBLISHING AND ALLIED INDUSTRIES, OCTOBER, 1950
Non-office Workers by Region and by Industry

Length of Vacation and Service Requirements	Print- ing, Publish- ing and Allied Indus- tries	By Region					By Industry		
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Daily News- papers	Engrav- ing, Stereo- typing and Allied Indus- tries	Com- mercial and Other Print- ing
Initial Vacation									
One Week with Pay	18,004	277	4,382	10,380	1,990	975	4,365	3,379	10,260
After: 6 months	4,112	129	944	2,274	535	230	2,253	1,378	481
1 year	12,877	134	3,312	7,310	1,405	716	2,006	1,708	9,163
Other periods of employment	132	.....	82	50	.....	.....	.....	82	50
Service not specified	883	14	126	714	.....	29	106	211	566
Two Weeks with Pay									
After: 1 year	7,317	520	1,231	4,157	735	674	2,973	2,737	1,607
Other periods of employment	6,564	374	957	3,887	727	619	2,874	2,354	1,336
Service not specified	229	44	50	80	.....	55	.....	80	149
.....	524	102	224	190	8	.....	99	303	122
Total	25,321	797	5,613	14,537	2,725	1,649	7,338	6,116	11,867
Maximum Vacation									
Two Weeks with Pay									
After: 2 years or less	11,928	131	2,055	7,485	1,723	534	2,399	2,404	7,125
3 to 5 years	5,940	86	507	4,515	763	69	1,633	891	3,416
More than 5 years	5,170	45	1,467	2,530	960	168	560	1,310	3,300
.....	818	.....	81	440	.....	297	206	203	409
Three Weeks with Pay ⁽¹⁾									
After: less than 15 years	5,150	26	1,594	2,684	166	680	1,610	1,308	2,232
15 and 20 years	645	.....	35	219	.....	391	315	.....	330
25 years	829	26	284	230	.....	289	569	260	.....
30 years	3,090	.....	1,275	1,777	38	.....	726	1,048	1,316
.....	586	.....	458	128	.....	.....	.....	.....	586
Initial Vacation Maintained									
One week with pay	8,243	640	1,964	4,368	836	435	3,329	2,404	2,510
Two weeks with pay	2,148	120	1,249	587	101	91	1,021	54	1,073
.....	6,095	520	715	3,781	735	344	2,308	2,350	1,437
Total	25,321	797	5,613	14,537	2,725	1,649	7,338	6,116	11,867

(1) 460 employees could become eligible for 4 weeks vacation after a longer period of employment.

Annual Vacations with Pay (Table IV).—Seventy-one per cent of the plant workers in the printing and publishing industry received an initial vacation of one week, generally after a year or less of employment; 29 per cent, two weeks, usually after a year.

Establishments employing two-thirds of the plant workers increased the vacation period after a specified number of years of service. Forty-seven per cent of the workers had their vacation period increased to a maximum of two weeks, usually after five years or less of employment, and 20 per cent to three weeks, in most cases after 25 years.

The two largest provinces showed a general similarity in their vacation policies. Almost four-fifths of the workers in Quebec were in plants giving one week with pay as an initial vacation; in Ontario this proportion was somewhat smaller; but a larger proportion in this latter province, 29 per cent, were eligible for two weeks as an initial vacation as compared to about 22 per cent in Quebec. In British Columbia the proportion was about 60-40, with the larger percentage representing employees eligible for an initial vacation of one week

with pay. In the Atlantic provinces, the proportion receiving two weeks initially as compared to one week was about two to one, a reversal of the situation in the other provinces.

The proportion of workers who could become eligible for a maximum vacation of three weeks ranged from three per cent in the Atlantic provinces to more than 40 per cent in British Columbia. In Quebec, Ontario and the Prairie Provinces, the proportions were 28, 19 and 6 per cent respectively. In all except the Atlantic provinces, 26 to 35 per cent of the employees were with firms in which their initial vacation was not increased with years of service; in the Atlantic provinces the proportion not eligible for increased vacation was 80 per cent, although most of these received two weeks initially.

In 1949, about 42 per cent of the workers in the printing and publishing industry did not have their initial vacation period increased, whereas in 1950 this proportion had dropped to 32 per cent.

One-third of the employees in the industry worked in establishments which closed for a vacation period. A two-week shut-

TABLE V.—STATUTORY HOLIDAYS IN PRINTING, PUBLISHING AND ALLIED INDUSTRIES, OCTOBER, 1950

Non-office Employees by Region and Industry

Number of Statutory Holidays Observed	Print- ing, Publish- ing and Allied Indus- tries	By Region					By Industry		
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Daily News- papers	Engraving, Stereotyping and Allied Indus- tries	Com- mercial and Other Print- ing
Less than 7.....	877	75	10	378	313	101	467	125	285
7.....	4,391	90	3,270	702	280	49	1,028	784	2,579
8.....	15,545	385	833	12,754	670	903	4,299	4,465	6,781
9.....	2,289	83	466	530	759	451	407	512	1,370
10 and 11.....	2,055	14	1,018	173	705	145	1,049	230	776
More than 11.....	186	170	16				88		98
Total.....	25,343	817	5,613	14,537	2,727	1,649	7,338	6,116	11,889
Number of Statutory Holidays Paid For Although Not Worked									
None.....	331	44	23	90	154	20	199		132
1.....	814			700	114		533		281
2 to 4.....	174	34		70	70		57		117
5.....	1,456	43	10	729	54	620	388	357	711
6.....	1,253	41		220	437	555	326	328	599
7.....	5,245	90	3,706	473	904	72	1,329	603	3,313
8.....	13,678	342	844	11,740	635	117	3,339	4,353	5,986
9.....	1,065	39	226	445	315	40	209	379	477
10.....	295	14	183	54	44		135	96	64
11.....	748		621	16		111	621		127
More than 11.....	170	170					88		82
Other.....	114					114	114		
Total.....	25,343	817	5,613	14,537	2,727	1,649	7,338	6,116	11,889

down was the practice in plants having 20 per cent of the workers and one week in those employing another 12 per cent.

Statutory Holidays (Table V).—The largest group of workers, 61 per cent, was in establishments observing 8 holidays. In the Atlantic provinces, more than 80 per cent of the workers were in plants observing 8 or more holidays. In Quebec, 58 per cent were in plants observing 7 days and 40 per cent in those observing from 8 to 11 holidays. In Ontario, nearly 90 per cent of the workers were in establishments which reported 8 observed holidays. In the Prairie Provinces, 25 and 28 per cent of the plant employees were in those observing 8 and 9 days respectively and a further 25 per cent in plants observing 10 to 11 holidays. In British Columbia, 55 per cent of the employees were employed in plants observing 8 days and 27 per cent in those observing 9 statutory holidays.

Payment for some or all of the observed holidays was received by almost all workers. Fifty-four per cent of the workers in the industry were paid for 8 holidays and 20 per cent for 7 days.

More than half the workers in the Atlantic and Prairie Provinces were paid for 7 or 8 holidays, two-thirds in Quebec for 7 days, four-fifths in Ontario for 8 days and slightly fewer than three-quarters of the workers in British Columbia for 5 or 6 holidays.

Rest and Wash-up Periods.—Regular rest periods were reported by establishments employing 45 per cent of the workers in the industry. Of these workers, 10 per cent were in plants which allowed one period of from 5 to 15 minutes each day, 59 per cent in plants which permitted two 10-minute periods and 22 per cent in those which allowed two 15-minute periods daily.

Wash-up periods were permitted to 56 per cent of the plant employees. Forty per cent of these were allowed two 5-minute periods and 11 per cent, two 10-minute periods each day. About 15 per cent of the workers were granted a single period each day of 5 to 15 minutes' duration.

Detailed information on rest and wash-up periods is given in the following table:—

Number and Duration of Periods	Number of Rest Periods	Workers Wash-up Periods
One period of:		
5 minutes	73	1,093
10 minutes	686	885
15 minutes	330	97
Other	237	372
Two periods of:		
Less than—		
5 minutes	—	855
5 minutes	125	5,719
10 minutes	6,591	1,605
15 minutes	2,477	183
Other	291	816
Other periods	329	727
Informally permitted.	83	1,747
Total	11,222	14,099
Part of plant only permitted	1,019	508
Not allowed or information not reported	13,089	10,723
Total	25,330	25,330

Tobacco and Tobacco Products¹

Wage rates increase 11 per cent during year ending October 1, 1950.
Number of workers on five-day, 42-hour week increases considerably

Wage rates in the tobacco and tobacco products industry increased by 11 per cent

¹Includes establishments primarily engaged in manufacturing cigarettes, cigars, tobacco, and snuff. Processing of raw leaf tobacco is also covered in this industry.

during the year ending October 1, 1950. There was a pronounced movement towards a shorter 42-hour work week. Overtime rates, annual vacations and statutory holidays provisions were similar to those reported in 1949². Most workers received

Information in this article is prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and on certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

two rest periods of either seven or ten minutes and two wash-up periods of five minutes.

The information in this article is based on returns from 33 establishments, employing 8,194 plant workers. Establishments engaged in this industry were located mainly in Quebec and Ontario. Plants in Quebec employed 7,012 workers, those in Ontario 1,053, and, in the Atlantic provinces, 129.

Wage Rates

Average wage rates in the tobacco and tobacco products industry increased by 11.0 per cent during the year ending October 1, 1950, to attain a level of 281.8 in terms of the base year 1939 as 100.

This compares with a gain of 9.3 per cent during the previous year.

Average wage rates for five male and thirteen female occupations are presented in Table I on a Canada basis. These show a wide variation, ranging, for male workers, from 76 cents an hour for cigar rollers to \$1.42 for machinists and, for

female employees, from 75 cents an hour in the case of cigar rollers to \$1.12 for searchers (pickers).

Increases in average wage rates between 1949 and 1950 occurred in all occupations and varied from one cent an hour for female cigar rollers to seventeen cents for male machinists. For most occupations, however, 1949 wage rate averages were augmented by increases of 8 to 14 cents an hour. The approximate average increase for male occupations was 10 cents an hour and for female classes, 9 cents.

Working Conditions

The Normal Work Week (Table II).—Predominant normal hours in the tobacco industry in 1950 were 42 per week, with more than three-quarters of the plant workers observing this schedule. Eighteen per cent were working longer than 42 hours, and about four per cent were working fewer than 42 hours. This represents a considerable change from the previous year, when all but two per cent of the workers in the industry were on a weekly schedule of more than 42 hours. By 1950, plants employing 95 per cent of the workers were on a five-day week.

Overtime Payment.—Time and one-half was the usual overtime rate for work after standard daily or weekly hours. This was also the most common rate for work on Sunday, although one-fifth of the plant workers were in plants paying double time.

For work on statutory holidays which are paid for even though not worked, double time and one-half was the predominant

*See "Working Conditions in Canadian Manufacturing Industries, October 1949", LABOUR GAZETTE, November 1950, p. 1836

TABLE I.—AVERAGE WAGE RATES IN THE TOBACCO AND TOBACCO PRODUCTS INDUSTRY, OCTOBER, 1950

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Canada (Quebec and Ontario)		
Adjuster.....	1.37	1.16-1.50
Binderylayer, Female.....	.93	.58-1.10
Cigarette Making Machine Catcher, Female.....	.92	.70-.89
Cigarette Making Machine Operator, Female.....	1.00	.....
Cigarette Packer, Machine, Female.....	.79	.60-.99
Cigar Roller, Male.....	.76	.30-1.30
Cigar Roller, Female.....	.75	.57-.91
Examiner, Female.....	.98	.60-1.11
Filler Feeder, Female.....	.96	.59-1.08
Machinist.....	1.42	.98-1.64
Packer, Hand, Female.....	1.02	.68-1.59
Searcher, (Picker), Female.....	1.12	.89-1.20
Shipper.....	1.21	.94-1.46
Stemmer, Machine, Cigarette, Female.....	1.00	.74-1.23
Stemmer, Machine, Cigar, Female.....	.79	.53-.86
Unskilled Worker, Female.....	.78	.73-.81
Unskilled Worker, Male.....	.99	.88-1.06
Wrapper Layer, Female.....	.96	.58-1.11

rate. However, substantial numbers of workers were paid double time or triple time for work on these days.

The only noticeable change in overtime payment during the year preceding October, 1950, was in the proportion of workers being paid double time and one-half for work on

paid statutory holidays. The proportion rose from 92 per cent in 1949 to 96 per cent in 1950.

Annual Vacations with Pay (Table III).

—All the establishments covered in this survey gave their employers an initial vacation of at least one week, usually after a

TABLE II.—THE NORMAL WORK WEEK IN THE TOBACCO PRODUCTS INDUSTRY, OCTOBER, 1950

Non-Office Employees by Province and by Industry

Normal Weekly Hours	Tobacco and ⁽¹⁾ Tobacco Products	By Province		By Industry	
		Quebec	Ontario	Processing and Packing	Cigars and Cigarettes
Employees on a 5-day Week					
Under 42.....	328	58	270	270	58
42.....	6,360	5,937	423	266	6,094
Over 42.....	1,144	813	212	197	947
Total.....	7,832	6,808	905	733	7,099
All Employees					
Under 42.....	333	61	272	270	63
42.....	6,360	5,937	423	266	6,094
Over 42.....	1,501	1,014	358	502	999
Total.....	8,194	7,012	1,053	1,038	7,156

(1) Includes 129 employees in the Atlantic provinces.

TABLE III.—ANNUAL VACATION WITH PAY IN THE TOBACCO PRODUCTS INDUSTRY, OCTOBER, 1950

Non-Office Employees by Province and by Industry

Length of Vacation and Service Requirements	Tobacco and Tobacco Products (1)	By Provinces		By Industry	
		Quebec	Ontario	Processing and Packing	Cigars and Cigarette
Initial Vacation					
One Week with Pay:	8,148	7,012	1,007	1,017	7,131
After: one year.....	8,000	6,983	1,007	1,017	6,983
Other.....	148	29			148
Two Weeks with Pay: after one year.....	46		46	21	25
Total.....	8,194	7,012	1,053	1,038	7,156
Maximum Vacation					
Two Weeks with Pay:	337	119	99	99	238
After: 2 years or less.....	218		99	99	119
Other.....	119	119			119
Three weeks with Pay:	1,932	1,932			1,932
After: 20 years.....	1,712	1,712			1,712
25 years.....	220	220			220
Four Weeks with Pay: after 25 years.....	5,307	4,687	620	463	4,844
Other Vacation periods.....	108	108		108	
Initial Vacation Maintained	510	166	334	368	142
1 week with pay.....	464	166	288	347	117
2 weeks with pay.....	46		46	21	25
Total.....	8,194	7,012	1,053	1,038	7,156

(1) Includes 129 employees in the Atlantic provinces.

**TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE
TOBACCO INDUSTRY, OCTOBER 1950**

Non-office Employees by Province and by Industry

Number of Statutory Holidays Observed	Tobacco and Tobacco Products (1)	By Province		By Industry	
		Quebec	Ontario	Processing and Packing	Cigars and Cigarettes
Less than 8.....	392	105	287	339	53
8.....	735		725	312	423
9.....	59	18	41	13	46
10.....	2,552	2,552			2,552
11.....	2,379	2,379		266	2,113
12.....	1,831	1,831			1,831
More than 12.....	246	127		108	138
Total.....	8,194	7,012	1,053	1,038	7,156
Number of Statutory Holidays Paid For Although Not Worked					
None.....	243	216	27	177	66
1 to 7.....	409	124	285	270	139
8.....	735		725	312	423
9.....	13		13	13	
10.....	4,830	4,711		266	4,564
12.....	1,712	1,712			1,712
No information.....	252	249	3		252
Total.....	8,194	7,012	1,053	1,038	7,156

(1) Includes 129 employees in the Atlantic provinces.

year of employment. About 94 per cent of the plant workers had their vacation period increased after a further term of employment.

Four per cent of the workers had their vacation period increased to a maximum of two weeks, generally after five years; 24 per cent to three weeks, usually after 20 years; and 65 per cent to four weeks after 25 years. Establishments providing for a maximum vacation of three weeks also made provision for two weeks' vacation after a shorter period of service; those which gave four weeks had provision for two and three weeks after shorter periods of employment.

The most significant change in vacation policy was that, in 1950, establishments employing nearly two-thirds of the workers reported a maximum vacation of four weeks after 25 years; this longer vacation period was not reported in the 1949 survey.

The closing of plants for a vacation period was quite common in the tobacco industry. Eighty-nine per cent of the workers were in establishments which reported such a shut-down of two weeks during the summer season.

Statutory Holidays (Table IV).—Some statutory holidays were observed by all

plants in the tobacco and tobacco products industry. Most of the plant workers were in establishments observing 10 to 12 holidays, 31 per cent being employed in those observing 10 days, 29 per cent in those observing 11 days, and 22 per cent in plants observing 12 days.

In Quebec, the majority of workers were in plants observing from 10 to 12 days and in Ontario the majority were in plants which observed fewer than nine holidays.

All but six per cent of the workers in the tobacco industry were paid for some or all the observed holidays. More than 90 per cent of the workers in Quebec were paid for 10 or 12 days and about 69 per cent in Ontario were paid for eight holidays.

Rest and Wash-up Periods.—Recognized rest periods were in effect in plants employing 97 per cent of the workers in the industry. More than half the workers were allowed two periods each day of seven or 10 minutes' duration.

Wash-up periods were also quite common, with just under 90 per cent of the workers in plants which made provision for time to clean-up. Nearly all these workers were allowed two 5- or 10-minute periods each day, the 5-minute interval being predominant.

Detailed information on rest and wash-up periods for plant employees in the tobacco industry is given in the following table:—

Number and Length of Periods	Number of Employees Rest Periods	Wash-up Periods
One Period of:		
5 minutes.....	—	119
Other	25	—
Two Periods of:		
5 minutes.....	197	5,836
7 minutes.....	1,559	1,250
10 minutes.....	2,813	—
15 minutes.....	509	—
Informally permitted.	2,862	105
No information.....	229	884
Total	8,194	8,194

Prices and the Cost of Living*

Cost-of-Living Index, January 2, 1952

The Dominion Bureau of Statistics cost-of-living index increased 0.2 per cent from 191.1 to 191.5 between December 1, 1951, and January 2, 1952. Changes in each of the six main group indexes were slight, with four increasing, one decreasing and one unchanged.

Foods moved from 249.3 to 250.0, as increases in meats, vegetables and dairy products overbalanced decreases in eggs and fats. The fuel and light index advanced from 150.8 to 151.2 in response to higher coal prices in a number of cities. Small and scattered increases throughout the home furnishings and services group were sufficient to raise this index from 200.6 to 201.1. The miscellaneous series advanced from 144.9 to 145.7, as a result of advances concentrated for the most part in the health index.

In the clothing group, a decrease in women's wear outweighed small increases in men's work boots and wool piece goods.

Rents were not surveyed during January and the index remained at 144.8.

From August, 1939, to January, 1952, the increase in the cost-of-living index has been 90.0 per cent.

City Cost-of-Living Indexes, December 1951

Cost-of-living indexes for the nine regional centres presented mixed changes between November 1 and December 1. For five cities the composite indexes registered advances while for the remaining four, decreases occurred.

Among group changes, food prices averaged higher for St. John's, Saint John, Winnipeg, Edmonton and Vancouver, as a result of increases in dairy products and fresh vegetables. Decreases in meats, notably pork and eggs, were mainly responsible for lower food indexes at Halifax, Montreal, Toronto and Saskatoon. Clothing prices were firmer at all centres while home furnishings and services were lower except at Montreal, Toronto, Winnipeg and Saskatoon. Telephone rates were a supporting factor in Montreal and Toronto while other section indexes were higher also. Miscellaneous items indexes were generally unchanged while the fuel and light series were steady, except for higher coal quotations for St. John's, Saint John and Vancouver. Rents were not surveyed in December and the indexes remained constant.

Between November 1 and December 1, city cost-of-living index changes were as follows: Edmonton +1.3 to 183.6, Vancouver +0.8 to 192.8, Saint John +0.5 to 186.1, St. John's +0.3 to 103.5, Winnipeg +0.3 to 183.3, Halifax -0.1 to 179.3, Montreal -0.1 to 197.3, Saskatoon -0.3 to 187.2 and Toronto -0.5 to 186.0.

Wholesale Prices, December, 1951

For the fifth successive month, general wholesale prices moved downward in December, according to price index numbers compiled by the Dominion Bureau of Statistics.

The general index number of wholesale prices (base: 1935-39=100) fell to 237.6 in December from 239.1 in November, 239.6 in October, 240.1 in September, 241.5 in August and 244.2 in July.

The index in December was at the lowest level since January, 1951, when it stood at 232.3. In December, 1950, it was 225.2.

The index number of Canadian farm product prices was 260.2, as against 258.4 in November and 243.3 in December, 1950.

*See Tables F-1 to F-6 at end of book.

†Index on base June 1951=100.

Among the sub-groups comprising the general index, there were advances in three, declines in four and no change in one.

The sub-group index for vegetable products rose from 220.9 to 221.0, non-metallic minerals from 170.7 to 171.3 and chemical products from 187.7 to 188.0.

The animal products index declined from 289.4 to 285.8, textile products from 270.6 to 268.8, wood products from 299.0 to 295.2 and non-ferrous metals from 185.3 to 183.4.

The iron products index was unchanged at 216.8.

The December index number of general building materials was unchanged from November at 289.5, while that for residential building materials was slightly lower at 289.1, as against 289.3.

Wholesale Prices, November, 1951

The General Wholesale Price index moved down 0.2 per cent to 239.1 in November, continuing a series of declines which began in August, and registering a 2.1 per cent decrease from the July 1951 peak of 244.2. Losses and gains were about evenly distributed among the eight major groups.

A drop of 1.8 per cent to 289.4 in Animal Products was the largest group change recorded in November. Leather, hides, meats, livestock, fats and eggs were lower, outweighing advances in fresh milk and fish. Chemical Products moved down 1.4 per cent to 187.7, largely in response to lower soap prices. Wood Products receded 0.9 per cent to 299.0, influenced by decreases in certain lumber items, notably cedar siding and fir flooring, and by lower prices in Canadian funds for export newsprint and woodpulp. Non-metallic Minerals eased 0.1 per cent to 170.7 as declines in crude oil outweighed general increases in kerosene prices. Vegetable Products rose 0.9 per cent to 220.9, mainly in response to higher prices for

potatoes, grains, feeds and canned vegetables; declines were registered by vegetable oils, sugar, cocoa beans and raw rubber. The Textile Products index advanced 0.6 per cent to 270.6, reacting from the downward course which had prevailed since last April. Increases in raw cotton, wool cloth, rayon fabrics and domestic raw wool slightly outweighed decreases in worsted yarns and imported raw wool. Advances in certain rolling mill products and castings moved the Iron and Steel index up 0.5 per cent to 216.8. Non-ferrous Metals rose 0.3 per cent to 185.3 as increases in zinc and lead were stronger than declines in copper, gold, silver and tin.

Among price decreases recorded for important commodities between October and November were the following: packer hides, native steers, 31.8 per cent, bacon, Winnipeg 24.3 per cent, lard, Toronto, 19.4 per cent, pork carcass, Winnipeg, 17.6 per cent, raw wool, Australian, 14.3 per cent, leather, packer bends, Nos. 1 and 2, 14.1 per cent, worsted yarn 2-ply, 18's, 60's, 13.9 per cent, toilet soap 11.0 per cent, eggs, Grade A, Toronto, 10.8 per cent, sisal rope 10.1 per cent, clear cedar bevel siding 9.7 per cent. Commodity increases in the same period were as follows: canned tomatoes, 29.2 per cent, milk, Vancouver, 21.8 per cent, oats No. 1 feed, western, 17.5 per cent, rolled oats 16.2 per cent, milk, Saskatoon, 15.4 per cent, rayon fabric, angelskin, 14.3 per cent, raw cotton 10.7 per cent, cod, frozen fillet, 10.0 per cent, bran 10.0 per cent, whitefish, Ontario, 9.0 per cent.

The index of Canadian Farm Product prices at terminal markets rose 2.3 per cent to 258.4 in response to a 7.5 per cent increase in the Field Products groups. This series moved up from 175.0 to 188.2 mainly under the impetus of substantial increases in potato prices. Animal Products receded 0.5 per cent to 328.5 as decreases in livestock and eggs outweighed increases in fluid milk and raw wool.

United States Index Rose 5.8 Per Cent During 1951

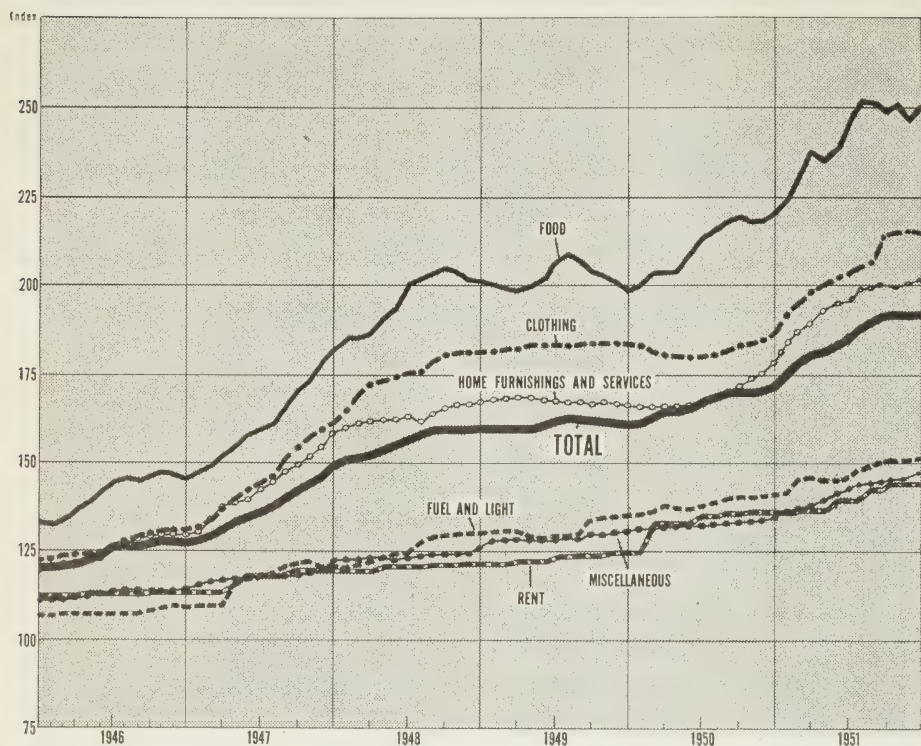
Between December, 1950, and December, 1951, the United States Consumers' Price Index rose 5.8 per cent, as prices averaged higher for all major groups of goods and services, according to a year-end summary issued by the Bureau of Labour Statistics, United States Department of Labour.

The largest increase occurred in food prices, which reached a level 7.4 per cent

higher than that of December, 1950. Most foods advanced in price during the year; the greatest increase was recorded for fresh fruits and vegetables—up 23 per cent on the average.

The rise in food prices was considerably retarded after introduction of controls.

COST OF LIVING IN CANADA FROM JANUARY 1946



Strikes and Lockouts

Canada, December, 1951*

The outstanding features of the year, as compared with 1950, were, on the one hand, a sharp increase in the number of work stoppages, but on the other, a substantial decline in the time loss. The number of strikes and lockouts in 1951 was the highest since 1947 but strike idleness was the lowest since 1944. In 1951, only four stoppages showed losses greater than 35,000 days. These were: sewing machine factory workers at St. Johns, P.Q.; tobacco factory workers at Hamilton, Ont., and Montreal and Granby, P.Q.; motor vehicle factory workers at Windsor, Ont.; and gold miners and mill workers at Timmins, Ont. The question of increased wages and related causes was the central factor in 50 per cent of the stoppages in 1951 and caused more than 70 per cent of the total loss, as com-

pared with 48 per cent of the strikes and lockouts in 1950, and 94 per cent of the total loss.

Preliminary figures for 1951 show 235 strikes and lockouts, involving 87,224 workers, with a time loss of 872,300 man-working days. In 1950, there were 161 strikes and lockouts, with 192,153 workers involved, and a loss of 1,389,039 days.

The month of December, 1951, was marked by a substantial increase in the time loss as compared with the previous month, the time loss being the highest recorded for any December since 1945. A strike of motor vehicle factory workers at Windsor, Ont., was responsible for about 90 per cent of the strike idleness in December, 1951, and a stoppage in the same establishment in December, 1945, caused the same percentage of the high time loss in that month.

*See Tables G-1 and G-2 at end of book.

Preliminary figures for December, 1951, show 19 strikes and lockouts in existence, with 12,587 workers involved and a time loss of 117,045 days, as compared with 18 strikes and lockouts in November, 1951, involving 8,617 workers, and a loss of 38,315 days. In December, 1950, there were 14 strikes and lockouts, with 2,581 workers involved and a loss of 8,465 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December, 1951 was 0.14 per cent of the estimated working time, as compared with 0.04 per cent in November, 1951; 0.01 per cent in December, 1950; 0.08 per cent for the year, 1951; and 0.13 per cent for 1950.

Of the 19 strikes and lockouts in existence in December, 1951, one was settled in favour of the workers, four in favour of the employers, six were compromise settlements and three were indefinite in result, work being resumed pending final settle-

ment. At the end of the year, five strikes and lockouts were recorded as un terminated. These were: biscuit factory workers at Vancouver, B.C.; handbag factory workers at Montreal, P.Q.; furniture factory workers at Nicolet, P.Q.; electrical apparatus factory workers at Peterborough, Ont.; and metal factory workers at Weston, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1951, and in this article are taken, as far as possible, from the government publications, of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October, 1951, was 189 and 18 were still in progress from the previous month, making a total of 207 during the month. In all stoppages of work in progress in the period there were 29,100 workers involved and a time loss of 111,000 working days was caused.

Of the 189 disputes leading to stoppages of work which began in October, 21, directly involving 3,000 workers, arose out of

demands for advances in wages, and 65, directly involving 9,000 workers, on other wage questions; four, directly involving 400 workers, on questions as to working hours; 27, directly involving 3,000 workers, on questions respecting the employment of particular classes of persons; 68, directly involving 5,000 workers, on other questions respecting working arrangements; two, directly involving 400 workers on questions of trade union principle; and two directly involving 400 workers, were in support of workers involved in other disputes.

United States

Preliminary figures for November, 1951, show 300 work stoppages resulting from labour-management disputes beginning in the month, in which 70,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,600,000 man-days. Corresponding figures for October, 1951, are 440 work stoppages, involving 240,000 workers and a time loss of 2,750,000 days.

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List No. 44.

Economic Conditions

1. **Great Britain. Board of Trade. Commercial Relations and Exports Department.** *Pakistan; Economic and Commercial Conditions in Pakistan*, by Walter Godfrey. London, H.M.S.O., 1951. Pp. 171.

2. **Haberler, Gottfried.** *Prosperity and Depression*, a theoretical analysis of cyclical movements. 3d ed. enlarged by Part III. Lake Success, United Nations, 1946. Pp. 532.

3. **Pigou, Arthur Cecil.** *Keynes's 'General Theory'*; a representative view. London, Macmillan, 1950. Pp. 68.

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4. **Cohen, B. J.** *Working Conditions and Employee Services*, by B. J. Cohen and M. M. Towy-Evans. 2d rev. ed. London, Institute of Personnel Management; trade vendors: Macdonald and Evans, 1950. Pp. 88.

5. **Institute of Personnel Management.** *Induction*, introducing industry to the individual. London, 1950. Pp. 26.

6. **Institute of Personnel Management.** *Selection and Placement*. London, 1949. Pp. 52.

7. **Society for the Advancement of Management.** *Proceedings*, the annual fall conference on principles, methods and techniques for increasing productivity, reducing costs and improving human relations, Hotel Statler, New York City, November 2, 3, 1950. Edited by Robert B. Ross. New York, 1951. Pp. 212.

8. **U.S. Bureau of Employment Security.** *Suggestions for Control of Turnover and Absenteeism*. Washington, G.P.O., 1951. Pp. 30.

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9. **Great Britain. Ministry of Labour and National Service.** *Report on Certain Aspects of the Manchester (Salford) Dock Strike, April-June, 1951*. London, H.M.S.O., 1951. Pp. 32.

10. **U.S. Congress. House. Committee on Education and Labor.** *Disputes Functions of Wage Stabilization Board*. Hearings before a subcommittee of the Committee on Education and Labor, House of Representatives, Eighty-second Congress, first session, pursuant to H. Res. 73, a resolution authorizing the Committee on Education and Labor to conduct studies and investigations relating to matters within its jurisdiction, G.P.O., 1951. Pp. 682.

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11. **Chase, Stuart.** *Roads to Agreement*; successful methods in the science of human relations by Stuart Chase in collaboration with Marian Tyler Chase. 1st ed. New York, Harper, 1951. Pp. 250.

12. **Lester, Richard Allen.** *Labor and Industrial Relations*, a general analysis. New York, Macmillan, 1951. Pp. 413.

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13. **Ells, Ralph W.** *The Basic Abilities System of Job Evaluation*. Madison, University of Wisconsin, School of Commerce, Bureau of Business Research and Service, 1951. Pp. 91.

14. **National Office Management Association.** *NOMA's 32nd International Conference Proceedings, May 20-23, 1951*, Hotel Commodore, New York City. Philadelphia, 1951. Pp. 64.

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16. **International Refugee Organization.** *Migration from Europe*; a report by the Director-General to the General Council of the International Refugee Organization on experience gained in the field of migration through the processing and transportation for resettlement of more than one million refugees and other migrants. Geneva, 1951. Pp. 98.

17. **Japan. Ministry of Labor.** *Labor Situations in Japan.* Tokyo, 1951. Pp. 92.

18. **Miller, Glenn Wasson.** *Problems of Labor.* New York, Macmillan, 1951. Pp. 560.

19. **U.S. Bureau of Labor Statistics.** *Developments in Consumers' Co-operatives in 1950*, a record of the year's events. Washington, G.P.O., 1951. Pp. 21.

20. **U.S. Bureau of Labor Standards.** *Labor Offices in the United States and in Canada, June 1951.* Washington, G.P.O., 1951. Pp. 44.

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21. **Graves, William Brooke.** *Fair Employment Practice Legislation in the United States, Federal-State-Municipal.* Washington, 1951. Pp. 239.

22. **Livengood, Charles H.** *The Federal Wage and Hour Law*, including the Fair labor standards amendments of 1949 (July 1951). Philadelphia, Committee on Continuing Legal Education, 1951. Pp. 196.

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26. **Canada. Civil Service Commission.** *Civil Service Careers for College Graduates.* Ottawa, King's Printer, 1950. Pp. 88.

27. **International Labour Office.** *Rights of Performers in Broadcasting, Television and the Mechanical Reproduction of Sound.* Third item on the agenda. Geneva, 1951. Pp. 85.

28. **U.S. Women's Bureau.** *Part-time Jobs for Women.* Tables to supplement Women's Bureau bulletin 238. Washington, 1951. 10 nos.

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34. **Institute of Public Administration of Canada.** *Papers Presented at the Third Annual Conference, Winnipeg, Manitoba, September 6th to 8th, 1951.* Toronto, 1951. 6 nos. Contents.—Agriculture as an administrative problem of government by H.S. Fry.—Administrative aspects of wild-life management by H. S. Hochbaum.—The role of royal commission in Canadian government by J. E. Hodgetts.—Administrative health problems from the provincial point of view by M. G. Taylor.—Administrative health problems from the Federal point of view by Gordon Wride.—Soil and water resources of Western Canada by L. B. Thomson.

35. **International Labour Office.** *Vocational Training in Latin America.* Geneva, 1951. Pp. 319.

36. **Jaffe, Abram J.** *Manpower Resources and Utilization*; principles of working force analysis by A. J. Jaffe and Charles D. Stewart. New York, Wiley, 1951. Pp. 532.

37. **Ontario. Department of Planning and Development.** *In Ontario Your Plant Will Grow.* Toronto, King's Printer, 1951. Pp. 16.

38. **U.S. Bureau of Labor Statistics.** *Productivity Trends in Selected Industries Indexes through 1950.* Washington, G.P.O., 1951. Pp. 83.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1951		1950	1949	1944	1939
	Dec.	Nov.	Nov.	Nov.	Nov.	Nov.
Total Population*	000	13,893	13,845	13,549	11,975	11,267
Labour Force—						
Civilian Labour force (1).....	000	5,210	†	†	†	†
Persons with jobs (1).....	000	5,110	†	†	†	†
Male (1).....	000	4,005	†	†	†	†
Female (1).....	000	1,105	†	†	†	†
Paid workers (1).....	000	3,800	†	†	†	†
Persons without jobs and seeking work.....	000	100	†	†	†	†
Index of employment (1939=100).....		186.2	178.1	170.3		
Immigration.....	No.	22,242	6,830	6,352	1,624	763
Adult males.....	No.	11,725	3,068	2,430	244	230
Earnings and Hours—						
Total labour income.....	\$000,000		744	665	†	†
Per capita weekly earnings.....	\$	52.06	51.97	43.69	†	†
Average hourly earnings, manufacturing.....	¢	123.5	106.4	99.5	†	†
Average hours worked per week, manufacturing.....		41.8	43.0	42.8	†	†
Real weekly earnings, manufacturing (2).....		111.7	110.9	109.0	†	†
National Employment Service—						
Live applications for employment (1st of month) (3).....	000	208.0	155.5	172.4	69.9	†
Unfilled vacancies, (1st of month) (3).....	000	39.0	55.7	29.7	189.3	†
Placements, weekly average.....	000	16.2	15.9	11.0	†	†
Unemployment Insurance—						
Ordinary live claims (1st of month).....	000	153.7	99.8	106.0	8.0	†
Balance in fund.....	\$000,000		764.4	584.0	245.1	†
Price Indexes—						
General wholesale (4).....		237.6	239.1	198.5	130.6(5)	99.2(5)
Cost-of-living index (4).....		191.1	191.2	161.7	118.9	103.8
Residential building materials (4).....			289.3	226.3	146.6(5)	102.3(5)
Production—						
Industrial production index (1).....		208.1	210.6	185.3	194.4	120.7
Mineral production index (4).....		173.3	162.1	137.2	104.1	120.0
Manufacturing index (4).....		213.7	221.0	195.4	215.2	121.7
Electrical power.....	000,000 k.w.h.	4,936	4,458	3,914	3,440	2,602
Construction—						
Contracts awarded.....	\$000,000	120.5	157.9	117.2	18.9	12.7
Dwelling units, started.....	000		3.8	6.7	†	†
completed.....	000		8.8	8.7	†	†
under construction.....	000			60.7	†	†
Pig iron.....	000 tons	223.5	208.3	157.3	147.0	87.8
Steel ingots and castings.....	000 tons	307.1	289.5	259.7	268.9	147.2
Inspected slaughtering, cattle.....	000	63.0	107.1	140.8	160.0	98.1
hogs.....	000	435.8	528.6	537.8	828.4	476.8
Flour production.....	000,000 bbls	1.76	1.94	1.95	2.31	1.96
Newsprint (3).....	000 tons	471.7	456.7	436.8	256.8	288.7
Cement producers' shipments.....	000,000 bbls	1.28	1.43	1.38	0.56(6)	0.42(6)
Automobiles and trucks.....	000	29.5	30.3	19.7	14.0	16.8
Gold.....	000 fine oz	378.4	378.8	362.8	223.8	425.0
Copper.....	000 tons		23.4	22.1	21.9	26.4
Lead.....	000 tons		17.2	13.5	17.8	17.1
Nickel.....	000 tons	11.5	9.8	9.8	11.1	9.5
Zinc.....	000 tons		25.9	24.7	22.4	14.7
Coal.....	000 tons	1,715	2,044	2,061	1,638	1,741
Crude petroleum.....	000,000 bbls			3.19	1.92	0.73
Distribution—						
Wholesale sales index, unadjusted (4).....		354.0	326.9	306.7	195.3	115.6
Retail trade.....	\$000,000		831.8	722.4	†	†
Imports, excluding gold.....	\$000,000	273.4	325.7	239.6	141.6	84.6
Exports, excluding gold.....	\$000,000	379.3	379.5	292.7	312.5	97.2
Railways—						
Revenue freight, ton miles.....	000,000		5,222	5,240	5,597	3,371
Car loadings, revenue freight.....	000	314.6	366.9	369.1	328.0	248.3
Banking and Finance—						
Common stocks, index (4).....		177.3	174.0	144.5	118.2	86.0
Preferred stocks, index (4).....		159.5	162.8	161.1	150.0	128.8
Bond yields, Dominion, index (4).....		112.0	107.8	93.9	89.2	97.0
Cheques cashed, individual accounts.....	\$000,000	10,134	10,737	11,008	8,540	6,671
Bank loans, current public.....	\$000,000		2,975	2,611	2,250	1,231
Money supply.....	\$000,000		4,882	4,878	4,376	3,153(5)
Circulating media in hands of public.....	\$000,000		1,296	1,196	1,168	962
Deposits.....	\$000,000		3,586	3,682	3,208	2,163(5)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

* Population figures given are as at June 1, for 1951, 1950, 1949, 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force Survey figures given are as at Nov. 3, 1951. Estimates are based on the 1951 census. Previous estimates were based on the 1941 census. Estimate for previous surveys are omitted since they are not comparable with current data. Detailed figures will be found in tables A4-A7 of the February issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

Source: Immigration Branch, Department of Citizenship and Immigration

	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950						
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,438	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA
BY OCCUPATION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951									
Jan.*	643	966	707	210	124	140	194	254	2,238
Feb.	1,341	1,197	1,073	198	178	157	370	269	4,783
Mar.	2,072	1,351	1,690	363	245	247	415	343	6,726
Apr.	2,293	2,125	1,855	440	299	260	537	361	8,170
May.	3,611	2,339	2,792	540	404	322	678	504	11,190
June.	3,534	2,539	3,192	511	359	274	521	552	11,482
July.	2,556	3,279	3,412	523	334	287	499	528	11,418
Aug.	2,333	3,039	3,050	436	465	245	379	487	10,434
Sept.	1,461	2,395	2,605	417	415	222	381	431	8,327
October.	2,317	3,977	4,728	569	444	274	805	545	13,659
November.	2,019	3,878	5,209	632	424	311	748	515	13,736

* Statistics by occupation available for male immigrants only, prior to January, 1951.

TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	November 3, 1951		
	Male	Female	Total
CIVILIAN NON-INSTITUTIONAL POPULATION	4,920	4,870	9,790
A. Labour Force	4,085	1,125	5,210
1. Persons with jobs	4,005	1,105	5,110
(1) Agricultural	825	50	875
Paid Workers	84	(a)	90
Employers	36	(a)	37
Own Account Workers	540	(a)	547
Unpaid Workers	165	36	201
(2) Non-Agricultural	3,180	1,055	4,235
Paid Workers	2,740	970	3,710
Employers	124	(a)	131
Own Account Workers	301	46	347
Unpaid Workers	15	32	47
2. Persons without jobs and seeking work	80	20	100
B. Not in the Labour Force	835	3,745	4,580
1. Permanently unable or too old to work	155	91	246
2. Keeping house	343	3,229	3,229
3. Going to school	343	313	656
4. Retired or voluntarily idle	330	105	435
Other	(a)	(a)	14

(a) Fewer than 10,000.

NOTE: Estimates are based on the 1951 census. Previous estimates were based on the 1941 census. Estimates for previous survey are omitted from A4, A5, A6, A7, since they are not comparable with current data.

INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(This table, formerly numbered A-5, will not appear in this issue. When the data becomes available, this table will reappear bearing the number A-8)

TABLE A-5.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of age and over)

Source: D.B.S. Labour Force Survey

Region	November 3, 1951	
	Number	Per cent
Newfoundland.....	102	2.0
Maritime Provinces.....	409	8.0
Quebec.....	1,438	28.1
Ontario.....	1,807	35.4
Prairie Provinces.....	934	18.3
British Columbia.....	420	8.2
CANADA.....	5,110	100.0

TABLE A-6.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

Source: D.B.S. Labour Force Survey

Number of Hours	Agriculture	Non-Agriculture
	Nov. 3, 1951	Nov. 3, 1951
0.....	1.2	2.6
1-14.....	2.8	1.3
15-24.....	4.9	3.2
25-34.....	4.5	5.5
35-44.....	11.7	53.6
45-54.....	28.0	26.1
55 hours and over.....	46.9	7.7
Total.....	100.0	100.0

TABLE A-7.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

Source: D.B.S. Labour Force Survey

Region	November 3, 1951	
	Number	Per Cent
Newfoundland.....	(a) 10	(a) 10.0
Maritime Provinces.....	32	32.0
Quebec.....	32	32.0
Ontario.....	10	10.0
Prairie Provinces.....	11	11.0
British Columbia.....		
CANADA.....	100	100.0

(a) Fewer than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—January.....	48	208	37	158	133	20	604
February.....	46	210	36	158	136	21	607
March.....	42	210	36	160	140	21	609
April.....	40	210	40	161	141	21	613
May.....	45	206	43	165	144	21	624
June.....	49	212	49	170	149	21	650
July.....	50	211	53	170	148	21	653
August.....	52	214	54	171	148	22	661
September.....	49	217	54	173	149	22	664
October.....	49	216	53	174	149	22	663
November.....	48	216	51	176	152	22	665
December.....	46	213	46	167	151	22	645
*1950—January.....	45	211	38	165	149	21	629
February.....	45	215	39	166	148	21	634
March.....	45	217	41	168	148	21	640
April.....	44	218	43	172	149	22	648
May.....	49	220	50	175	155	22	671
June.....	54	228	56	179	159	22	698
July.....	55	230	57	181	160	23	706
August.....	57	232	58	171	157	24	699
September.....	59	241	58	186	159	25	728
October.....	61	244	58	188	160	25	736
November.....	62	247	56	193	161	25	744
December.....	60	250	51	190	162	25	738
*1951—January.....	59	252	47	187	160	25	730
February.....	59	254	46	188	162	24	733
March.....	55	260	46	191	168	25	745
April.....	55	266	53	196	166	27	763
May.....	61	269	59	202	174	27	792
June.....	67	276	64	208	179	27	821
July.....	66	276	68	209	178	30	827
August.....	68	279	71	211	176	28	833
September.....	70	284	74	214	178	28	848
October.....	74	283	73	216	180	29	855

* Includes Newfoundland.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,420, 611.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
Nov. 1, 1948.....	171.6	163.2	163.5	178.2	163.0	175.9	170.3	145.3	180.1	190.0
Nov. 1, 1949.....	170.3	165.6	162.0	164.7	159.3	176.1	174.0	148.0	185.4	186.3
Jan. 1, 1950.....	163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950.....	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1, 1950.....	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1, 1950.....	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950.....	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	175.1	174.9
June 1, 1950.....	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950.....	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1, 1950.....	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950.....	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950.....	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950.....	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950.....	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.1	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.9	185.6	165.5	131.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951.....	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951.....	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951.....	185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951.....	186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951.....	186.2	182.6	158.6	185.9	177.7	193.8	178.2	157.2	211.6	197.2
Percentage Distribution of Employees of Reporting Establishments at November 1, 1951.	100.0	0.2	3.7	2.7	29.7	42.4	5.2	2.3	4.6	9.2

NOTE: The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1939—Average.....	100.0	100.0	100.0	23.44	100.0	100.0	100.0	22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
Nov. 1, 1948.....	171.6	308.4	179.3	42.03	178.9	338.6	189.3	43.15
Nov. 1, 1949.....	170.3	317.6	186.4	43.69	177.0	348.1	196.8	44.85
Jan. 1, 1950.....	163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Feb. 1, 1950.....	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Mar. 1, 1950.....	157.9	300.5	190.3	44.61	171.5	342.8	199.9	45.55
Apr. 1, 1950.....	159.0	303.8	191.0	44.77	172.0	346.6	201.4	45.91
May 1, 1950.....	159.7	305.8	191.5	44.88	172.5	348.4	202.0	46.03
June 1, 1950.....	166.0	315.3	189.9	44.51	175.3	352.3	201.1	45.82
July 1, 1950.....	170.8	328.3	192.2	45.04	178.6	364.1	203.9	46.46
Aug. 1, 1950.....	172.5	332.5	192.6	45.15	179.6	366.7	204.0	46.49
Sept. 1, 1950.....	174.1	328.0	188.4	44.17	182.5	369.9	202.7	46.19
Oct. 1, 1950.....	177.1	346.6	195.7	45.88	185.6	385.1	207.4	47.27
Nov. 1, 1950.....	178.1	351.7	197.5	46.29	185.4	389.7	210.2	47.90
Dec. 1, 1950.....	179.2	356.2	198.8	46.63	185.3	394.6	212.9	48.51
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951.....	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951.....	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951.....	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951.....	184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1, 1951.....	185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1, 1951.....	186.5	410.0	220.1	51.59	194.2	454.4	233.9	53.31
Nov. 1, 1951.....	186.2	412.3	221.7	51.97	190.7	450.8	236.3	53.85

Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	Employment			Payrolls					
	Nov. 1 1951	Oct. 1 1951	Nov. 1 1950	Nov. 1 1951	Oct. 1 1951	Nov. 1 1950	Nov. 1 1951	Oct. 1 1951	Nov. 1 1950
(a) PROVINCES									
Prince Edward Island.....	182.6	188.6	198.9	356.3	362.9	347.5	38.82	38.29	34.59
Nova Scotia.....	158.6	158.6	152.0	325.1	323.1	282.0	43.94	43.67	39.74
New Brunswick.....	185.9	183.6	178.8	420.0	407.3	354.4	45.79	44.97	40.06
Quebec.....	177.7	175.3	166.0	413.1	406.5	343.7	49.48	49.33	44.02
Ontario.....	193.8	195.4	187.3	427.8	428.5	369.4	54.08	53.73	48.22
Manitoba.....	178.2	178.6	175.5	348.7	348.5	309.1	50.31	50.17	45.23
Saskatchewan.....	157.2	156.9	152.1	313.5	312.8	275.4	48.35	48.32	43.80
Alberta.....	211.6	214.0	196.7	441.2	446.2	368.1	53.06	52.77	47.51
British Columbia.....	197.2	201.0	191.3	431.6	426.1	366.4	56.91	55.12	49.81
CANADA.....	186.2	186.5	178.1	412.3	410.0	351.7	51.97	51.59	46.29
(b) METROPOLITAN AREAS									
Sydney.....	109.8	109.7	.....	274.4	265.2	.....	55.87	54.04	.....
Halifax.....	213.1	212.3	191.6	378.4	376.5	301.6	41.59	41.54	36.87
Saint John.....	171.3	173.3	156.1	343.3	338.9	276.4	42.97	41.95	37.92
Quebec.....	158.1	158.6	153.5	357.3	361.2	315.4	42.09	42.41	38.25
Sherbrooke.....	174.8	171.6	168.7	382.9	385.1	343.1	42.50	43.55	39.45
Three Rivers.....	186.1	187.7	177.6	466.6	477.7	379.9	50.15	50.93	43.37
Drummondville.....	201.7	208.5	.....	518.1	531.7	.....	49.11	48.74	.....
Montreal.....	178.3	178.0	171.6	391.6	386.5	338.8	50.11	49.60	45.05
Ottawa—Hull.....	194.6	192.4	187.0	394.5	390.7	338.5	47.02	47.09	41.90
Peterborough.....	207.1	207.5	.....	561.2	544.4	.....	57.10	55.27	.....
Oshawa.....	253.6	255.9	.....	683.5	678.3	.....	63.78	62.72	.....
Niagara Falls.....	270.5	293.6	.....	661.5	698.4	.....	58.91	57.30	.....
St. Catharines—Welland.....	252.8	255.6	235.3	668.5	666.7	552.5	63.26	62.41	55.94
Toronto.....	197.2	197.3	191.1	426.4	425.7	368.5	54.35	54.21	48.33
Hamilton.....	201.5	206.9	194.5	463.7	477.0	404.3	55.78	55.59	50.28
Brantford.....	208.3	209.6	213.8	549.0	535.3	485.3	54.78	53.03	47.16
Calt—Preston.....	150.4	151.9	.....	359.5	359.4	.....	48.96	48.43	.....
Kitchener—Waterloo.....	178.0	180.5	181.4	418.6	416.8	384.7	49.95	49.06	45.00
Sudbury.....	180.5	177.4	.....	382.2	375.3	.....	63.73	63.68	.....
London.....	192.0	194.2	194.8	409.5	414.1	374.2	50.54	50.53	45.47
Sarnia.....	295.5	288.9	.....	613.7	614.8	.....	66.87	68.53	.....
Windsor.....	211.2	211.8	221.7	448.5	439.5	455.6	59.21	57.91	55.81
Sault Ste. Marie.....	226.2	228.3	.....	514.1	511.9	.....	60.46	59.65	.....
Ft. William—Pt. Arthur.....	234.8	234.4	203.0	524.0	527.3	390.2	56.75	57.19	48.88
Winnipeg.....	174.5	173.9	175.3	338.8	335.2	303.9	47.32	46.97	42.12
Regina.....	174.4	170.7	172.6	352.0	342.6	312.3	45.72	45.46	40.86
Saskatoon.....	199.5	195.8	188.0	395.7	385.6	339.1	44.02	43.70	40.03
Edmonton.....	260.1	264.7	249.3	552.0	570.1	467.9	49.88	50.63	44.09
Calgary.....	220.9	223.2	201.5	431.5	426.8	351.2	50.42	49.36	44.93
Vancouver.....	202.7	207.3	202.8	428.8	435.2	383.6	53.01	52.59	47.41
Victoria.....	224.1	229.8	212.1	475.1	473.4	404.8	50.88	49.44	45.72
(c) INDUSTRIES									
Forestry (chiefly logging).....	259.8	214.6	233.7	797.1	630.2	587.5	53.12	50.83	43.66
Mining.....	121.2	120.1	116.0	263.7	263.0	226.0	62.60	63.01	55.89
Manufacturing.....	190.7	194.2	185.4	450.8	454.4	389.7	53.85	53.31	47.90
Durable Goods ¹	238.3	240.2	222.4	569.0	567.5	472.0	58.03	57.40	51.52
Non-Durable Goods.....	159.9	164.4	161.3	365.2	372.6	330.0	49.81	49.42	44.65
Construction.....	203.2	206.1	185.8	558.0	570.8	444.8	51.49	51.95	45.08
Transportation, storage and communication.....	186.1	186.7	173.9	360.2	359.2	305.9	55.39	55.06	50.46
Public utility operation.....	189.9	191.8	185.5	375.5	375.8	324.9	58.35	57.79	51.77
Trade.....	176.5	175.5	174.2	357.6	354.4	317.1	44.31	44.17	39.74
Finance.....	176.4	173.3	159.9	289.5	280.9	245.3	47.71	47.11	44.73
Service².....	183.0	187.9	176.7	363.3	367.0	326.8	32.59	32.07	30.20
Industrial composite.....	186.2	186.5	178.1	412.3	410.0	351.7	51.97	52.59	46.29

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Nov. 1, 1944.....	46.3	47.0	45.3	70.3	77.7	60.1
Nov. 1, 1945.....	44.9	45.3	44.6	67.5	74.8	60.6
Nov. 1, 1946.....	42.4	42.5	42.3	72.9	79.4	66.7
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Nov. 1, 1948.....	43.1	43.2	43.0	95.5	103.4	87.6
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950.....	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950.....	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950.....	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950.....	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950.....	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950.....	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950.....	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.3
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951.....	41.8	42.1	41.6	123.5	133.2	113.0

* These averages were affected by loss of working time at the year-end holiday in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1951	Oct. 1, 1951	Nov. 1, 1950	Nov. 1, 1951	Oct. 1, 1951	Nov. 1, 1950
Newfoundland.....	45.5	44.2	46.0	119.9	118.3	100.6
Nova Scotia.....	42.3	41.6	44.1	106.8	104.9	90.1
New Brunswick.....	43.7	44.6	44.7	110.6	110.2	93.7
Quebec.....	43.3	43.6	45.0	111.1	109.6	95.2
Ontario.....	41.3	41.5	42.4	130.3	128.3	112.7
Manitoba.....	41.3	40.8	42.2	119.5	118.6	101.9
Saskatchewan.....	41.2	40.9	42.0	125.6	123.0	107.5
Alberta.....	41.3	40.2	42.3	123.0	122.1	107.2
British Columbia.....	38.0	37.6	38.6	150.2	149.0	127.8
Montreal.....	42.3	42.2	43.5	115.1	114.1	99.9
Toronto.....	40.9	41.0	41.6	129.3	128.4	111.4
Hamilton.....	39.5	39.5	40.9	142.3	142.6	123.5
Windsor.....	39.3	38.2	39.8	145.8	144.2	138.0
Winnipeg.....	40.9	40.3	42.0	118.3	117.2	101.2
Vancouver.....	37.4	37.3	37.8	148.8	148.2	125.6

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)
Source: Man-Hours and Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1 1951	Oct. 1 1951	Nov. 1 1950	Nov. 1 1951	Oct. 1 1951	Nov. 1 1950	Nov. 1 1951	Oct. 1 1951	Nov. 1 1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43-5	43-9	43-9	138-3	138-2	123-7	60-16	60-67	51-30
Metal mining.....	43-7	44-2	45-3	140-6	141-2	124-4	61.44	62.41	56.35
Gold.....	45-7	46-3	.....	124-5	125-7	.....	56.90	58.20	.....
Other metal.....	42-2	42-7	.....	153-3	153-4	.....	61.69	65.50	.....
Fuels.....	41-6	41-8	.....	142-4	141-6	.....	59.24	59.19	.....
Coal.....	41-2	41-2	39-6	138-8	138-5	130-3	57.19	57.06	51.60
Oil and natural gas.....	43-2	44-0	.....	155-5	152-8	.....	67.18	67.23	.....
Non-metal.....	47-1	47-6	.....	120-9	120-2	.....	56.94	57.22	.....
Manufacturing.....	41-8	41-9	43-0	123-5	121-9	106-4	51-62	51-08	45-75
Food and beverages.....	42-7	43-0	42-8	102-9	99-7	91-2	43.94	42.87	39.03
Meat products.....	41-8	40-1	42-1	135-5	133-6	116-5	56.64	53.57	49.05
Canned and preserved fruits and vegetables.....	39-2	44-1	39-8	84-8	84-5	73-7	33.24	37.26	29.33
Grain mill products.....	45-2	45-9	46-6	115-8	115-5	101-7	52.34	53.01	47.39
Bread and other bakery products.....	44-6	44-4	43-6	94-0	94-0	84-2	41.92	41.74	36.71
Distilled and malt liquors.....	41-8	41-5	41-5	124-2	122-4	111-8	51.92	50.80	46-40
Tobacco and tobacco products.....	41-5	34-6	41-4	126-0	122-4	100-7	52.29	42.35	41.69
Rubber products.....	41-6	40-7	43-4	131-9	129-7	112-3	54.87	52.79	48.74
Leather products.....	37-1	38-4	39-9	88-8	87-5	80-6	32.94	31.75	32.16
Boots and shoes (except rubber).....	35-3	37-8	38-6	85-4	84-0	77-7	30.15	31.75	29.99
Textile products (except clothing).....	40-2	40-5	44-3	100-4	100-0	88-5	40-36	40-50	39-21
Cotton yarn and broad woven goods.....	37-1	37-8	43-0	101-2	101-4	89-6	37.55	38.33	38.53
Woolen goods.....	44-0	42-9	44-6	95-5	94-4	84-9	42.02	40.50	37.87
Rayon, nylon and silk textiles.....	42-5	43-2	46-1	104-3	103-1	90-8	44.33	41.54	41.86
Clothing (textile and fur).....	36-9	37-8	39-9	89-0	88-6	81-1	32.84	33.49	32.36
Men's clothing.....	35-2	36-0	40-1	85-7	85-5	79-9	30.17	30.78	32.04
Women's clothing.....	34-8	36-5	36-2	91-4	91-9	83-3	31.81	33-51	30.15
Knit goods.....	39-9	40-6	41-6	90-2	89-1	79-6	35.99	36.17	33.11
*Wood products.....	42-0	42-3	42-6	112-2	110-6	99-1	47-12	46-78	42-22
Saw and planing mills.....	41-2	41-7	41-9	120-8	118-4	105-4	49.77	49.37	44.16
Furniture.....	43-5	43-0	43-8	100-2	99-7	91-5	43.59	42.87	40.08
Other wood products.....	43-6	44-2	43-6	94-5	93-2	85-7	41.20	41.19	37.37
Paper products.....	46-6	47-2	47-5	137-8	136-9	113-6	64.21	64.62	53.96
Pulp and paper mills.....	48-1	48-7	49-0	147-1	146-3	121-1	70.76	71.25	59.34
Other paper products.....	42-2	42-9	43-9	106-4	105-3	92-9	44.90	45.17	40.78
Printing, publishing and allied industries.....	40-4	40-6	40-7	136-3	135-2	124-5	55-07	54.89	50.67
*Iron and steel products.....	42-4	42-2	43-4	138-1	137-0	118-8	58-55	57-81	50-37
Agricultural implements.....	38-9	38-7	38-9	151-6	153-9	128-7	58.97	59.56	50.06
Fabricated and structural steel.....	44-6	43-7	43-8	141-4	140-6	122-9	63.06	61.44	53.83
Hardware and tools.....	42-8	43-0	43-9	124-7	122-4	105-9	53.67	52.63	46.49
Heating and cooking appliances.....	40-2	40-9	44-1	121-0	120-4	109-6	48.34	49.24	48.33
Iron castings.....	43-0	43-5	45-2	135-7	134-7	112-1	58.35	58.59	55.19
Machinery mfg.....	44-0	44-1	44-4	131-3	129-3	113-0	57.77	57.02	50.17
Primary iron and steel.....	41-7	40-8	43-1	151-7	150-2	128-7	63-26	61.28	55.47
Sheet metal products.....	41-3	41-9	42-9	129-9	130-5	109-6	53.65	54.68	47.02
*Transportation equipment.....	41-7	41-4	42-5	140-0	140-5	124-3	58-38	58-17	52-83
Aircraft and parts.....	45-3	46-6	46-4	134-7	136-8	117-6	61.02	63.75	54.57
Motor vehicles.....	40-2	39-3	40-0	149-8	151-3	142-6	60.22	59.46	57.04
Motor vehicles parts and accessories.....	41-1	41-8	43-3	146-4	143-2	125-3	60.17	59.86	54.25
Railroad and rolling stock equipment.....	40-5	39-8	42-6	139-2	141-3	116-6	56.38	56.24	49.67
Shipbuilding and repairing.....	43-4	42-4	43-4	130-8	129-1	110-9	56.77	54.74	48.13
*Non-ferrous metal products.....	41-8	42-3	43-9	137-7	135-7	114-3	57-56	57-40	50-18
Aluminum products.....	41-9	41-9	42-9	126-1	123-6	103-9	52.84	51.79	44.57
Brass and copper products.....	43-1	43-1	44-1	127-2	126-5	111-3	54.82	54.52	49.08
Smelting and refining.....	41-1	42-2	44-1	153-7	150-5	124-0	63.17	63.51	54.68
*Electric apparatus and supplies.....	41-5	41-2	42-1	134-4	132-7	117-9	55-78	54-67	49-64
Heavy electrical machinery and equipment.....	41-3	41-0	41-8	155-3	152-6	134-1	64.14	62.57	56.05
Non-metallic mineral products.....	44-9	44-8	45-7	123-1	121-5	105-9	55.27	54.43	48.40
*Non-metallic mineral products.....	45-6	45-5	44-7	114-6	113-2	102-8	52-51	51-51	45-95
Clay products.....	45-7	44-8	46-6	120-5	116-2	103-0	55.07	52.06	48.00
Glass and glass products.....	41-9	41-9	41-0	163-3	163-4	135-3	68.42	68.46	55.47
Products of petroleum and coal.....	42-7	42-7	43-4	124-8	123-6	106-8	53.29	52.78	46.35
Chemical products.....	41-9	41-3	41-7	100-2	99-4	89-0	41.98	41.05	37.11
Medical and pharmaceutical preparations.....	43-3	43-7	45-6	142-2	139-6	120-0	61.57	61.01	54.72
Acids, alkalis and salts.....	42-0	41-6	42-2	99-6	99-1	89-7	41.83	41.23	37.85
Miscellaneous manufacturing industries.....	42-1	42-0	43-1	133-2	132-1	115-2	56.08	55.48	49.65
Durable goods.....	41-6	41-8	43-0	113-0	111-2	97-5	47.01	46.48	41.93
Non-durable goods.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Construction.....	41-5	42-4	40-7	123-6	122-4	108-8	51-29	51-90	44-28
Buildings and structures.....	40-8	41-6	40-4	134-6	133-8	117-1	54.92	55.66	47.31
Highways, bridges and street construction.....	42-6	43-6	41-4	97-8	97-0	89-7	41.66	42.29	37.14
Electric and motor transportation.....	45-4	45-9	.....	120-5	119-7	.....	54-71	54-94	.....
Service.....	42-4	42-5	42-5	71-2	71-0	67-6	30.19	30.18	28-73
Hotels and restaurants.....	43-3	43-5	43-4	70-7	70-4	66-5	30.61	30.62	28.86
Laundries and dry cleaning plants.....	41-0	41-0	41-3	69-1	68-6	66-6	28.33	28.13	27.51

*Durable manufactured goods industries.—See Footnote (1) to Table C-3.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
November 1, 1950.....	43.0	106.4	45.75	153.2	138.1	110.9
December 1, 1950.....	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951 (1).....	41.8	123.5	51.62	172.8	154.7	111.7

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours \$47.60.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1946.....	53,801	26,245	80,046	151,618	34,336	185,954
January 1, 1947.....	54,742	34,987	89,729	135,956	28,221	164,177
January 1, 1948.....	23,515	17,151	40,666	111,304	31,108	142,412
January 1, 1949.....	11,996	13,063	25,059	150,474	36,185	186,659
January 1, 1950.....	7,971	9,748	17,719	218,769	55,188	273,957
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
September 1, 1951.....	43,519	15,966	59,485	79,619*	47,509	127,128
October 1, 1951.....	52,438	16,170	68,608	79,975	51,003	130,978
November 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
December 1, 1951.....	29,933	9,094	39,027	138,946	69,050	207,996
January 1, 1952(1).....	22,229	7,735	29,964	196,528	70,053	266,581

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
NOVEMBER 29, 1951**

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change From	
				Nov. 1, 1951	Nov. 30, 1950
Agriculture, Fishing, Trapping	675	156	831	- 294	+ 213
Logging	14,781	12	14,793	-10,182	- 3,103
Pulpwood.....	13,006	6	13,012	- 8,783	- 1,920
Lumber.....	1,672	6	1,678	- 1,389	- 1,240
Other logging.....	103	.....	103	- 10	+ 57
Mining	948	19	967	- 515	+ 571
Coal.....	455	.....	455	- 104	+ 329
Metallic ores—					
Iron.....	74	2	76	- 48	+ 30
Gold.....	192	3	195	- 223	+ 91
Nickel.....	57	.....	57	- 107	+ 50
Other metallic ores and non-metallic minerals.....	89	.....	89	- 38	+ 26
Prospecting and oil producing.....	81	14	95	+ 5	+ 48
Manufacturing	4,593	1,424	6,017	- 1,438	- 39
Food and kindred products.....	261	176	437	- 394	+ 60
Textiles, apparel, etc.....	231	803	1,034	+ 3	- 263
Lumber and finished lumber products.....	654	22	676	- 370	+ 103
Pulp and paper products and printing.....	217	82	299	- 318	- 68
Chemicals and allied products.....	380	35	415	+ 185	+ 142
Products of petroleum and coal.....	11	6	17	.....	.....
Rubber products.....	26	19	45	+ 7	- 38
Leather and products.....	55	76	131	- 27	- 120
Stone, clay and glass products.....	43	13	56	- 48	- 28
Iron and steel products.....	902	26	928	- 156	+ 373
Non-ferrous metals and products.....	131	20	151	- 173	- 68
Machinery.....	597	27	624	- 19	+ 165
Electrical equipment and products.....	203	46	249	+ 2	- 121
Transportation equipment and other manufacturing.....	582	73	955	- 130	- 176
Construction	2,285	48	2,333	- 2,073	- 18
Transportation and Storage	636	76	712	- 667	- 220
Communications, and Other Public Utilities	238	234	472	+ 38	+ 70
Trade	1,623	2,016	3,639	- 357	- 1,514
Wholesale.....	490	242	732	- 216	- 273
Retail.....	1,133	1,774	2,907	- 171	- 1,241
Finance, Insurance, Real Estate	743	426	1,169	- 111	- 327
Service	3,410	4,685	8,095	- 1,031	+ 266
Public.....	2,161	416	2,577	+ 886	+ 620
Domestic.....	55	2,206	2,261	- 618	- 303
Personal.....	701	1,820	2,521	- 1,079	- 11
Other service.....	493	243	736	- 220	- 40
All Industries	29,932	9,096	39,028	-16,660	- 4,098

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, DECEMBER 1, 1951⁽¹⁾

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,073	398	1,471	3,599	882	4,481
Clerical Workers.....	2,053	2,289	4,342	6,327	13,522	19,849
Sales Workers.....	1,506	1,244	2,750	3,378	7,516	10,894
Personal and Domestic Service Workers.	1,151	3,746	4,897	12,729	12,476	25,205
Seamen.....	30	.....	30	1,151	7	1,158
Agriculture and Fishing.....	579	1	580	1,247	681	1,928
Skilled and Semiskilled Workers.....	21,101	1,052	22,154	56,164	18,905	75,069
Food and kindred products.....	49	36	85	947	666	1,613
Textiles, clothing, etc.....	140	776	916	3,597	11,737	15,334
Lumber and wood products.....	14,888	1	14,889	3,797	166	3,963
Pulp, paper and printing.....	58	11	69	574	375	949
Leather and products.....	44	60	104	1,128	1,224	2,352
Stone, clay and glass products.....	18	.....	18	165	36	201
Metalworking.....	1,914	5	1,919	5,439	693	6,132
Electrical.....	132	2	134	775	811	1,586
Transportation equipment, n.e.c.....	50	.....	50	4,317	138	4,455
Mining.....	525	.....	525	513	.....	513
Construction.....	880	.....	880	16,352	6	16,358
Transportation (except seamen).....	868	6	874	7,034	37	7,071
Communications and public utility.....	55	.....	55	245	1	246
Trade and service.....	111	94	205	1,726	1,235	2,961
Other skilled and semiskilled.....	1,142	57	1,199	6,519	1,496	8,015
Foremen.....	44	2	46	1,027	200	1,227
Apprentices.....	183	3	186	2,009	84	2,093
Unskilled Workers.....	2,450	363	2,813	54,351	15,081	69,432
Food and tobacco.....	32	163	195	1,399	2,666	4,065
Lumber and lumber products.....	271	2	273	2,999	267	3,266
Metalworking.....	67	2	69	2,490	563	3,053
Construction.....	713	.....	713	9,069	2	9,071
Other unskilled workers.....	1,367	196	1,563	38,385	11,583	49,968
Total.....	29,943	9,094	39,037	138,946	69,070	208,016

(1) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF NOVEMBER, 1951

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	584	513	453
Logging.....	2,889	1,848	1,543
Mining.....	325	371	272
Manufacturing.....	4,094	4,352	3,053
Food and kindred products.....	562	694	485
Textiles, apparel, etc.....	714	755	510
Lumber and finished lumber products.....	582	639	506
Pulp and paper products and printing.....	325	360	251
Chemicals and allied products.....	188	147	104
Products of petroleum and coal.....	15	19	10
Rubber products.....	47	51	36
Leather and products.....	163	164	122
Stone, clay and glass products.....	78	95	62
Iron and steel products.....	355	307	227
Non-ferrous metals and products.....	170	187	132
Machinery.....	296	292	201
Electrical equipment and products.....	133	142	86
Transportation equipment and other manufacturing.....	466	500	321
Construction.....	3,367	3,589	2,025
Transportation and Storage.....	1,090	1,154	941
Communications, and Other Public Utilities.....	199	212	123
Trade.....	2,907	3,405	2,297
Finance, Insurance, Real Estate.....	339	422	213
Service.....	5,930	5,958	4,123
All Industries.....	21,724	21,914	15,883

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS NOVEMBER 2 TO NOVEMBER 29, 1951; UNPLACED
APPLICANTS AS AT DECEMBER 20, 1951**

SOURCE U.I.C. 751

Office	Vacancies		Applicants						Unplaced as at Dec. 20, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period		
					Regular	Casual			
Newfoundland.....	639	183	2,080	712	595	45	2,888	4,125	
Corner Brook.....	9	1	165	8	1	6	254	452	
Grand Falls.....	5	5	84				155	364	
St. John's.....	625	177	1,831	704	594	39	2,479	3,309	
Prince Edward Island.....	589	157	1,212	730	358	211	1,071	1,581	
Charlottetown.....	231	139	558	283	176	40	678	1,000	
Summerside.....	358	18	654	447	182	171	393	581	
Nova Scotia.....	2,443	1,744	6,624	3,186	1,550	448	9,660	11,413	
Amherst.....	92	3	306	99	80	12	369	437	
Bridgewater.....	36	16	245	57	23	9	393	585	
Halifax.....	1,300	1,335	2,552	1,969	813	286	3,116	2,672	
Inverness.....	31	4	136	28	19	6	244	360	
Kentville.....	78	78	377	68	32	2	588	859	
Liverpool.....	19	8	108	12	12		173	265	
New Glasgow.....	254	92	704	336	218	25	1,052	1,482	
Springhill.....	8	1	131	8	8		234	313	
Sydney.....	538	160	1,227	473	303	101	2,109	2,597	
Truro.....	74	42	396	104	33	5	545	714	
Yarmouth-Shelburne.....	13	5	442	32	9	2	837	1,129	
New Brunswick.....	2,704	1,470	5,945	2,607	1,491	451	7,390	9,215	
Bathurst.....	225	61	397	182	31	79	398	777	
Campbellton.....	151	229	424	178	131	19	443	624	
Edmundston.....	171	21	339	192	76	68	268	374	
Fredericton.....	229	176	407	210	125	44	404	439	
Minto.....	77	116	153	97	69		223	249	
Moncton.....	1,094	585	2,093	1,033	528	157	2,439	3,066	
Newcastle.....	104	27	358	94	71	8	402	698	
Saint John.....	519	165	1,360	495	369	74	2,229	2,067	
St. Stephen.....	51	34	171	57	33	2	274	388	
Sussex.....	46	30	107	32	23		141	230	
Woodstock.....	37	26	136	37	35		169	303	
Quebec.....	27,258	18,237	53,326	25,104	16,288	2,016	57,041	74,949	
Asbestos.....	122	107	202	92	50	23	298	363	
Beauharnois.....	47	12	236	58	45		396	491	
Buckingham.....	115	22	263	101	63	10	323	410	
Causapscal.....	33	86	86	30	19	1	105	218	
Chandler.....	82	185	379	288	118	60	183	365	
Chicoutimi.....	862	1,265	589	331	171	15	341	415	
Dolbeau.....	589	616	105	57	17		58	79	
Drummondville.....	125	21	738	148	80	3	1,446	1,607	
Farnham.....	44	17	204	49	36		492	651	
Gaspé.....	6	529	69	15	63		97	211	
Granby.....	119	7	661	166	105	14	1,326	1,566	
Hull.....	466	357	1,167	409	260	13	1,263	1,748	
Joliette.....	361	190	887	455	314	11	867	1,089	
Jonquiere.....	700	135	849	636	405	125	437	506	
Lachute.....	101	33	294	80	53	9	339	451	
La Malbaie.....	195	33	303	60	17	55	363	746	
La Tuque.....	1,701	2,300	700	144	212		207	271	
Levis.....	309	153	786	299	235	12	867	1,391	
Matane.....	794	695	204	141	110	49	148	305	
Megantic.....	243	67	434	258	226	1	214	324	
Mont-Laurier.....	96	372	110	50	41		102	136	
Montmagny.....	209	71	777	224	189	1	639	777	
Montreal.....	10,863	2,451	23,260	11,825	7,670	1,021	23,288	30,231	
New Richmond.....	413	215	404	481	287		127	231	
Port Alfred.....	147	88	185	51	49		181	503	
Quebec.....	1,829	1,417	4,891	2,339	946	175	6,539	8,590	
Rimouski.....	191	1,381	514	255	231	4	403	736	
Riviere du Loup.....	148	204	484	184	122	19	461	775	
Roberval.....	74	341	101	105	87		54	63	
Rouyn.....	918	691	740	474	286	45	417	431	
Ste. Agathe.....	141	55	211	125	95	5	198	270	
Ste. Anne de Bellevue.....	75	9	260	84	61	7	236	459	
Ste. Therese.....	114	15	385	140	111	1	446	773	
St. Georges de Beauce.....	472	543	731	439	363	4	657	725	
St. Hyacinthe.....	231	101	658	239	124	55	1,026	1,316	
St. Jean.....	388	131	827	416	272	2	797	851	
St. Jerome.....	245	33	1,339	241	181	14	1,566	1,966	
St. Joseph d'Alma.....	690	358	545	428	655	1	226	280	
Shawinigan Falls.....	420	1,093	1,258	506	335	5	1,763	2,078	
Sherbrooke.....	847	239	1,849	945	489	136	1,951	2,361	
Sorel.....	293	517	558	185	117		633	1,149	
Thetford Mines.....	150	64	573	208	108	29	590	756	

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS NOVEMBER 2 TO NOVEMBER 29, 1951; UNPLACED
APPLICANTS AS AT DECEMBER 20, 1951—Continued**

SOURCE: U.I.C. 751

Office	Vacancies		Applicants						Unplaced as at Dec. 20, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period		
					Regular	Casual			
Quebec—Con.									
Three Rivers.....	364	76	1,757	592	257	70	2,602	3,478	
Val d'Or.....	429	795	443	289	242	2	271	274	
Valleyfield.....	229	48	773	255	218	7	1,136	1,367	
Victoriaville.....	268	99	537	207	153	12	962	1,171	
Ontario.....	28,251	11,365	71,749	28,936	18,109	3,898	75,173	86,710	
Arnprior.....	52	18	395	338	384	2	110	193	
Barrie.....	405	55	687	458	353	30	479	622	
Belleville.....	266	51	587	382	141	57	537	661	
Bracebridge.....	131	47	312	146	161	.....	339	418
Brampton.....	116	15	233	113	89	17	209	256	
Brantford.....	407	61	1,580	467	293	49	1,952	2,012	
Brockville.....	98	15	249	129	83	12	220	262	
Carleton Place.....	30	8	97	34	29	.....	189	275
Chatham.....	606	317	979	667	263	53	1,062	1,367	
Cobourg.....	115	7	294	146	93	17	346	475	
Collingwood.....	129	27	269	111	75	30	401	402	
Cornwall.....	509	95	991	510	357	97	937	1,300	
Fort Erie.....	25	56	125	14	16	4	187	208	
Fort Frances.....	113	37	210	134	108	3	146	132	
Fort William.....	439	71	925	494	455	39	553	829	
Galt.....	195	126	593	97	78	5	912	997	
Gananoque.....	60	3	161	72	29	28	173	184	
Goderich.....	52	47	110	48	25	3	119	172	
Geolph.....	100	57	463	131	68	1	844	1,072	
Hamilton.....	1,530	456	5,411	1,828	802	414	6,721	6,944	
Hawkesbury.....	51	153	350	75	24	12	373	588	
Ingersoll.....	209	21	362	238	198	2	263	372	
Kapuskasing.....	527	476	223	180	149	1	106	98	
Kenora.....	28	18	239	44	30	5	245	243	
Kingston.....	536	124	960	705	445	53	668	750	
Kirkland Lake.....	303	250	365	223	167	16	340	310	
Kitchener-Waterloo.....	360	107	1,330	479	269	53	1,632	1,886	
Leamington.....	54	12	593	89	34	6	692	934	
Lindsay.....	114	17	366	123	69	28	396	428	
Listowel.....	39	22	149	55	35	.....	155	188
London.....	1,580	1,442	3,398	1,497	812	222	2,844	3,678	
Midland.....	99	20	345	123	78	7	379	750	
Napanee.....	33	15	153	46	36	.....	185	296
New Toronto.....	401	53	1,233	408	292	15	1,315	1,582	
Niagara Falls.....	338	73	1,108	347	239	41	1,076	1,110	
North Bay.....	641	97	1,074	821	463	211	390	630	
Orillia.....	178	23	434	203	129	53	456	549	
Oshawa.....	287	65	5,261	358	169	104	5,823	2,441	
Ottawa.....	2,054	772	2,755	2,014	1,050	288	1,973	2,498	
Owen Sound.....	154	36	668	212	113	37	803	1,101	
Parry Sound.....	44	2	115	51	43	.....	86	278
Pembroke.....	339	186	609	322	199	12	495	512	
Perth.....	81	60	181	93	57	20	164	225	
Peterborough.....	215	12	979	270	192	10	1,240	1,517	
Pictou.....	33	2	130	40	28	3	152	279	
Port Arthur.....	1,900	489	1,149	747	1,319	20	578	959	
Port Colborne.....	65	40	231	53	36	2	341	433	
Prescott.....	195	15	402	162	174	.....	431	526
Renfrew.....	111	9	212	116	104	5	285	279	
St. Catharines.....	475	77	1,563	439	302	55	2,012	2,334	
St. Thomas.....	205	72	536	278	143	20	461	436	
Sarnia.....	303	76	682	440	230	26	801	1,569	
Sault Ste. Marie.....	399	120	569	354	349	43	469	520	
Simcoe.....	98	45	307	139	68	1	333	435	
Sioux Lookout.....	140	25	206	180	105	11	66	53	
Smiths' Falls.....	52	17	173	57	33	5	192	230	
Stratford.....	122	36	327	165	65	35	390	506	
Sturgeon Falls.....	91	8	271	98	69	14	247	258	
Sudbury.....	854	374	1,349	828	518	144	736	893	
Timmins.....	472	414	661	512	387	68	538	486	
Toronto.....	6,896	3,384	18,262	6,888	4,007	1,072	19,567	24,440	
Trenton.....	137	15	513	161	122	4	475	595	
Walkerton.....	47	18	208	84	36	78	243	345	
Wallaceburg.....	143	6	542	157	55	.....	571	708
Welland.....	256	35	897	321	155	70	1,161	1,269	
Weston.....	232	133	568	203	148	2	550	674	
Windsor.....	873	280	3,696	1,108	387	139	5,738	6,393	
Woodstock.....	109	50	374	111	75	24	301	345	

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS NOVEMBER 2 TO NOVEMBER 29, 1951; UNPLACED
APPLICANTS AS AT DECEMBER 20, 1951—Concluded**

SOURCE: U.I.C. 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Dec. 20, 1951
					Regular	Casual		
Manitoba	7,319	3,772	12,322	6,759	2,689	1,338	11,773	14,210
Brandon.....	429	201	746	448	305	29	559	684
Dauphin.....	212	195	325	117	60	11	297	420
Flin Flon.....	189	83	191	152	128	10	107	103
Portage la Prairie.....	176	78	379	159	114	3	334	464
The Pas.....	295	184	139	114	169	.....	48	57
Winnipeg.....	6,018	3,031	10,542	5,769	1,913	1,285	10,428	12,482
Saskatchewan	3,020	922	6,780	3,400	1,897	588	5,173	6,712
Estevan.....	70	7	166	112	65	3	119	168
Moose Jaw.....	427	154	855	490	341	45	535	650
North Battleford.....	76	36	210	80	57	3	245	385
Prince Albert.....	230	37	749	317	165	32	711	836
Regina.....	1,197	279	2,164	1,260	668	340	1,177	1,566
Saskatoon.....	633	212	1,712	760	364	151	1,601	1,877
Swift Current.....	118	45	262	142	104	.....	217	342
Teachers' Office (a).....	26	46	8	27	2	.....	9	5
Weyburn.....	92	41	170	78	53	7	120	169
Yorkton.....	151	65	484	134	78	7	439	714
Alberta	7,915	2,530	12,213	8,565	5,031	1,000	8,557	9,943
Blairmore.....	112	169	162	100	104	.....	148	155
Calgary.....	2,640	556	4,418	3,272	1,672	486	3,369	3,670
Drumheller.....	100	20	163	116	97	.....	136	140
Edmonton.....	3,425	845	5,711	3,818	2,131	482	3,653	4,352
Edson.....	588	229	429	450	439	.....	83	70
Lethbridge.....	662	492	750	488	363	32	596	947
Medicine Hat.....	119	86	365	116	84	.....	381	410
Red Deer.....	152	78	204	112	65	.....	181	189
Yellowknife.....	117	55	11	3	76	.....	10	10
British Columbia	6,756	1,467	25,133	7,718	4,737	792	31,178	37,277
Chilliwack.....	147	36	549	187	111	19	780	1,536
Courtenay.....	127	69	318	165	117	11	239	604
Cranbrook.....	88	10	200	99	69	.....	170	287
Dawson Creek.....	247	23	319	258	258	.....	60	108
Duncan.....	202	20	323	254	178	9	335	471
Kamloops.....	162	30	280	154	147	.....	218	324
Kelowna.....	47	8	618	52	38	2	788	1,058
Nanaimo.....	174	14	423	177	133	26	514	774
Nelson.....	154	35	357	168	126	9	249	573
New Westminster.....	469	60	3,190	532	326	124	4,519	5,133
Penticton.....	136	6	563	147	81	45	579	1,236
Port Alberni.....	141	14	321	189	122	10	280	418
Prince George.....	579	93	898	543	441	22	602	593
Prince Rupert.....	177	40	519	174	170	.....	585	643
Princeton.....	72	12	134	99	76	4	44	79
Trail.....	122	33	336	144	85	8	315	475
Vancouver.....	2,834	685	13,139	3,400	1,665	386	17,838	19,608
Vernon.....	92	29	531	80	54	6	521	810
Victoria.....	598	207	1,949	787	414	111	2,454	2,426
Whitehorse.....	188	43	166	109	126	.....	88	121
Canada	86,894	41,847	197,384	87,657	52,745	10,787	209,904	256,135
Males.....	61,779	32,368	140,851	53,688	37,972	6,430	140,057	185,480
Females.....	25,115	9,479	56,533	28,969	14,773	4,357	69,847	70,655

(a) Statistics for the Province of Saskatchewan.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(Source: Form UIC 751)

1941-1951

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	469,332	1,666,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (48 weeks).....	1,379,450	572,680	1,952,130	610,753	242,621	853,374

E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID
AND AMOUNT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of November, 1951		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	703	527	17,443	45,881
Prince Edward Island.....	439	258	7,396	16,525
Nova Scotia.....	4,410	2,512	95,281	245,005
New Brunswick.....	3,613	2,178	70,182	178,663
Quebec.....	30,714	20,525	681,753	1,615,468
Ontario.....	34,389	24,342	699,764	1,785,925
Manitoba.....	5,241	3,678	105,478	260,940
Saskatchewan.....	1,789	1,327	32,591	80,585
Alberta.....	2,997	2,410	60,138	156,996
British Columbia.....	13,216	10,104	263,397	721,478
Total, Canada, November, 1951.....	97,511	67,861	2,033,423	5,107,466
Total, Canada, October, 1951.....	72,267	46,102	1,567,172	3,901,854
Total, Canada, November, 1950.....	79,052	49,532	1,781,566	4,184,103

* Week containing last day of the month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY
NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF
NOVEMBER, 1951**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 Days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	1,718	545	142	272	370	199	190
Male.....	1,631	523	133	261	356	187	171
Female.....	87	22	9	11	14	12	19
Prince Edward Island.....	678	232	107	111	119	34	75
Male.....	536	215	94	78	85	19	50
Female.....	142	17	13	33	34	15	43
Nova Scotia.....	7,562	2,344	840	1,140	1,387	685	1,166
Male.....	6,418	2,129	709	948	1,137	546	949
Female.....	1,144	215	131	192	250	139	217
New Brunswick.....	6,570	1,921	779	1,316	1,225	452	877
Male.....	5,176	1,663	664	1,064	831	321	633
Female.....	1,394	258	115	252	394	131	244
Quebec.....	61,475	18,846	7,466	10,236	11,425	5,978	7,524
Male.....	37,113	13,037	4,661	6,225	6,303	3,004	3,883
Female.....	24,362	5,809	2,805	4,011	5,122	2,974	3,641
Ontario.....	67,658	24,114	11,702	10,616	9,805	4,693	6,728
Male.....	45,776	17,661	8,765	7,016	5,968	2,546	3,820
Female.....	21,882	6,453	2,937	3,600	3,837	2,147	2,908
Manitoba.....	8,676	3,041	1,066	1,592	1,277	584	1,116
Male.....	5,765	2,213	768	1,158	705	280	641
Female.....	2,911	828	298	434	572	304	475
Saskatchewan.....	3,356	1,342	497	642	363	180	332
Male.....	2,597	1,138	402	526	231	95	205
Female.....	759	204	95	116	132	85	127
Alberta.....	5,980	2,621	647	1,089	736	287	600
Male.....	4,650	2,193	515	870	491	177	404
Female.....	1,330	428	132	219	245	110	196
British Columbia.....	23,160	7,844	2,729	5,010	3,733	1,570	2,274
Male.....	17,575	6,241	2,111	3,872	2,717	1,059	1,575
Female.....	5,585	1,603	618	1,138	1,016	511	699
TOTAL.....	186,833	62,850	25,975	32,024	30,440	14,662	20,882
MALE.....	127,237	47,013	18,822	22,018	18,824	8,234	12,326
FEMALE.....	59,596	15,837	7,153	10,006	11,616	6,428	8,556

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
NOVEMBER, 1951**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,233	1,066	167	911	564	347	614
Prince Edward Island.....	518	379	139	399	320	79	186
Nova Scotia.....	4,514	2,897	1,617	4,008	3,149	859	1,258
New Brunswick.....	3,640	2,385	1,255	3,197	2,556	641	1,040
Quebec.....	36,444	24,373	12,071	32,898	26,692	6,206	10,278
Ontario.....	45,836	32,671	13,165	38,315	30,874	7,441	15,020
Manitoba.....	6,258	4,294	1,964	5,980	4,741	1,239	1,022
Saskatchewan.....	2,865	2,070	795	2,430	1,809	621	779
Alberta.....	4,602	3,171	1,431	4,131	3,212	919	1,394
British Columbia.....	16,693	10,547	6,146	15,566	12,188	3,378	4,267
Total Canada, November, 1951.....	122,603 ¹	83,853	38,750	107,835 ²	86,105	21,730	35,858
Total Canada, October, 1951.....	82,902	53,104	29,798	77,358	61,172	16,186	21,090
Total Canada, November, 1950.....	93,016	58,012	35,004	82,319	64,562	17,757	26,623

¹ In addition, revised claims received numbered 11,001. ² In addition, 10,761 revised claims were disposed of. Of these, 977 were special requests not granted, and 896 were appeals by claimants. There were 1,408 revised claims pending at the end of the month.

TABLE E-4.—CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of November, 1951 ¹	Month of November, 1950 ²	Cumulative Total for Current Fiscal Year
Claims Disallowed.....	10,553	8,854	31,061
Claimants Disqualified ¹			
Not unemployed.....	3,997	2,472	20,489
Not capable of and not available for work.....	1,051	1,225	5,106
Loss of work due to a labour dispute.....	243	193	1,135
Refused offer of work and neglected opportunity to work.....	799	1,058	4,684
Discharged for misconduct.....	721	653	2,661
Voluntarily left employment without just cause.....	5,092	4,669	18,365
Other reasons ²	2,388	8,063	9,583
Total.....	24,844	27,187	93,084

¹ Includes 3,114 revised claims, disqualified.² 1950 data relate to regular claimants only.³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ¹
1950—October.....	2,724,000	2,644,700	79,300
November.....	2,745,000	2,654,700	90,300
December.....	2,797,000	2,672,200	124,800
1951—January.....	2,811,000	2,620,900	190,100 ²
February.....	2,817,000	2,569,400	247,600 ²
March.....	2,812,000	2,568,200	243,800 ²
April.....	2,814,000	2,587,500	226,500 ²
May.....	2,758,000	2,621,200	136,800
June.....	2,776,000	2,687,100	88,900
July.....	2,823,000	2,736,500	86,500
August.....	2,832,000	2,748,100	83,900
September.....	2,840,000	2,759,100	80,900
October.....	2,858,000	2,774,900	83,100

¹ Ordinary claimants on the live Unemployment register on the last working day of the preceding month.² Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO NOVEMBER 30, 1951

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS				
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
			\$	\$	\$				\$
1942.....	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	.....	27,752 92	\$ 43,964,243 68
1943.....	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,732,294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,946,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
April.....	12,766,464 04	2,554,175 40	2,940 50	1,395,726 42	16,719,308 36	7,835,188 13	703,592 27	8,538,780 40	672,760,902 75
May.....	12,813,439 84	2,565,469 04	2,920 00	1,473,147 56	16,854,976 44	5,655,192 59	17,490 63	5,672,683 22	683,943,195 97
June.....	11,676,138 56	2,335,280 26	3,865 86	1,441,346 24	15,456,630 92	3,509,335 48	5,222 50	3,514,557 98	665,885,268 91
July.....	12,160,180 78	2,429,023 02	2,310 18	1,636,114 72	16,227,628 70	3,423,587 51	277 50	3,423,865 01	708,689,032 60
August.....	16,250,200 38	3,250,330 55	1,526 29	1,444,871 98	20,946,929 20	3,669,971 60	968 70	3,670,940 30	725,965,021 50
September.....	12,571,402 73	2,514,429 84	1,669 80	1,550,536 36	16,638,038 73	3,453,730 53	1,740 50	3,455,471 03	739,147,589 20
October.....	12,209,022 36	2,443,216 70	5,250 00	1,601,462 43	16,258,951 49	3,896,155 78	cr.531 55	3,895,624 23	751,510,916 46
November.....	*13,654,777 67	2,729,876 91	3,439 12	1,631,900 98	18,019,994 68	5,103,844 61	cr.69 30	5,103,775 31	764,427,135 83
Sub-Total.....	104,101,626 36	20,821,801 72	23,921 75	12,175,106 69	137,122,456 52	36,547,006 23	728,691 25	37,275,697 48	764,427,135 83
Total.....	877,632,207 08	177,324,758 48	100,118 24	89,795,750 40	1,144,852,834 20	371,948,501 69	8,477,106 68	380,425,608 37	764,427,135 83

* Stamps \$6,724,698.67 Meter \$1,713,855.72 Bulk \$5,043,645.17 Arm. Serv. \$170,200.99 Sp. Force \$2,377.12 Total \$13,654,777.67

† Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,829,013.00

‡ Includes prepayment by P.O. of \$4,000,000.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	185.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index including rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1951

(August 1939=100)

Source: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	Dec. 1, 1950	Nov. 1, 1951	Dec. 1, 1951						
St. John's, Nfld.(1).....		103.2	103.5	105.7	101.2	105.7	105.7	101.2	100.6
Halifax.....	159.0	179.4	179.3	243.0	121.9	144.5	229.3	184.1	135.7
Saint John.....	167.6	185.6	186.1	241.2	126.1	139.5	236.7	193.9	144.5
Montreal.....	175.3	197.4	197.3	266.5	117.4	145.0	201.7	206.1	140.0
Toronto.....	167.2	186.5	186.0	235.8	149.6	172.5	215.9	195.3	113.9
Winnipeg.....	166.2	183.0	183.3	249.6	132.9	125.8	211.8	203.7	137.8
Saskatoon.....	169.6	187.5	187.2	251.5	132.3	148.3	223.5	207.2	133.8
Edmonton.....	166.4	182.3	183.6	257.5	124.0	120.9	224.5	193.9	137.7
Vancouver.....	172.6	192.0	192.8	257.7	131.9	169.2	227.2	192.9	146.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Source: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1946	Dec. 1947	Dec. 1948	Dec. 1949	Nov. 1951	Dec. 1951	Price Dec. 1951
Beef, sirloin steak.....	lb.	120.7	163.8	180.3	248.4	249.5	381.3	378.1	106.3
Beef, round steak.....	lb.	125.7	177.6	197.5	276.8	278.5	424.7	422.2	100.9
Beef, rolled rib roast, prime.....	lb.	125.5	186.1	205.2	278.3	281.3	416.3	413.7	95.3
Beef, blade roast, blade removed.....	lb.	132.7	169.2	194.3	295.6	296.2	483.9	481.4	78.0
Beef, stewing, boneless.....	lb.	136.7	173.5	205.0	328.7	334.6	561.3	559.1	76.3
Veal, front roll, boneless.....	lb.	139.3	175.7	191.7	303.0	310.7	492.4	490.7	85.2
Lamb, leg roast.....	lb.	109.9	156.0	172.9	232.0	245.1	332.3	332.3	94.9
Pork, fresh loin, centre cut.....	lb.	125.3	163.3	179.2	229.2	235.1	279.9	239.9	63.6
Pork, fresh shoulder, hock off.....	lb.	127.0	165.4	190.6	256.7	246.7	296.9	273.7	52.0
Bacon, side, fancy, sliced, rind off.....	lb.	132.3	162.7	195.0	232.0	233.3	235.6	221.3	83.7
Lard, pure, package.....	lb.	151.3	178.1	244.7	326.3	207.9	264.8	251.3	28.0
Shortening, package.....	lb.	134.7	141.0	219.4	283.3	216.7	256.9	250.0	36.2
Eggs, grade "A", Large, carton.....	doz.	156.4	175.1	191.1	212.6	196.6	256.0	242.8	75.9
Milk.....	qt.	111.0	139.4	151.4	160.5	165.1	185.3	189.0	20.6
Butter, creamery, prints.....	lb.	140.5	164.8	250.5	287.8	239.6	253.6	261.3	71.1
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	170.7	200.6	229.0	226.0	257.3	257.3	34.5
Bread, plain, white, wrapped.....	lb.	106.5	107.9	144.4	150.8	165.1	191.8	191.8	12.2
Flour, all purpose.....	lb.	127.3	124.2	187.9	187.9	221.2	230.2	230.2	7.7
Rolled oats, package.....	lb.	112.0	114.0	148.8	153.6	159.9	197.7	197.7	13.1
Corn flakes, 8 oz.....	pkg.	101.1	100.0	139.1	162.0	163.0	190.0	190.0	17.7
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	166.0	256.6	224.5	184.0	258.6	269.7	29.0
Peas, 20 oz.....	tin	117.5	130.8	150.0	150.0	147.5	164.1	165.7	21.2
Corn, cream, choice, 20 oz.....	tin	128.3	145.1	199.1	187.6	178.8	182.9	185.6	20.5
Beans, dry.....	lb.	129.4	162.7	282.4	280.4	252.9	303.4	301.4	15.0
Onions, cooking.....	lb.	108.2	130.6	149.0	124.5	165.3	153.0	168.1	8.9
Potatoes, No. 1, table.....	10 lbs.	89.9	126.8	180.8	140.4	150.5	190.3	244.5	55.0
Prunes, bulk or in bag.....	lb.	115.8	144.7	178.1	177.2	196.5	252.9	252.0	29.0
Raisins, seedless bulk or in bag.....	lb.	104.0	125.2	146.4	129.1	128.5	176.5	175.9	26.5
Oranges, California.....	doz.	132.5	154.6	141.0	125.3	135.8	148.9	143.4	39.6
Lemons.....	$\frac{1}{2}$ doz.	111.3	149.5	158.5	142.2	166.8	177.8	178.4	29.1
Jam, strawberry, 16 oz.....	jar	111.3	140.0	159.5	150.4	146.1	167.2	167.7	29.5
Peaches, 15 oz.....	tin	101.5	125.4	156.3	146.7	141.1	155.3	155.3	23.6
Marmalade, Orange, 16, oz.....	jar	118.3	134.0	148.0	145.8	140.7	158.4	159.1	21.7
Corn Syrup, 2 lb.....	tin	138.0	178.7	204.4	186.9	176.9	206.0	207.7	36.0
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	149.2	149.2	150.8	204.2	204.2	13.1
Sugar, yellow, in branded package.....	lb.	131.3	134.9	154.0	154.0	157.1	213.6	213.6	13.8
Coffee, medium quality in bag.....	lb.	141.6	133.7	168.9	186.1	234.9	314.4	314.4	108.5
Tea, black $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	173.8	174.1	177.2	186.5	186.5	54.2

* Description and units of sale apply to December 1951 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast), per lb.	Fresh Shoulder, hock-off, per lb.	
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	121.2		90.4	76.6				83.8	79.4	85.0
P.E.I.—			a	a	a					
2—Charlottetown.....	107.5	95.0	85.5	73.5	67.0			59.0	52.2	
Nova Scotia—			a	a					c	
3—Halifax.....	112.3	105.5	95.1	79.1	80.6		90.1	63.0	49.6	84.9
4—Sydney.....	112.6	102.7	90.0	79.8	78.1		85.6	66.5	52.5	90.7
New Brunswick—			a							
5—Moncton.....	109.3	101.0	94.1	77.2	75.2		88.5	67.0	52.0	83.2
6—Saint John.....	109.4	99.7	92.5	76.1	77.1		91.3	66.7	52.8	88.0
Quebec—										
7—Chicoutimi.....	130.7	123.3	98.3	78.3	70.2		107.0	64.6	58.7	86.3
8—Montreal.....	115.5	108.9	99.8	77.0	74.9	83.9	94.9	61.9	48.2	78.1
9—Quebec.....	107.2	103.1	88.9	69.8	67.8	87.3	95.3	56.6	47.1	78.8
10—Sherbrooke.....	108.6	106.6	94.2	73.4	72.6	87.2	94.5	64.0	50.9	83.0
11—Sorel.....	110.0	105.2	94.3	72.0	66.2			60.7	50.9	81.0
12—Three Rivers.....	121.0	107.1	87.8	69.9	64.5		97.3	59.7	48.7	81.7
Ontario—										
13—Cornwall.....	95.2	94.7	95.8	75.0	77.3			58.4	49.7	78.6
14—Fort William.....	102.4	99.2	a 92.7	a 80.4	a 80.0			64.6		84.3
15—Hamilton.....	105.6	101.6	98.8	82.7	80.6	84.5	95.8	63.2	46.0	80.7
16—London.....	104.5	102.8	96.5	81.3	79.9		95.9	63.1	45.7	81.4
17—North Bay.....	99.0	98.3	94.0	80.2	76.7		95.0	65.6	a 52.2	82.7
18—Ottawa.....	107.7	104.8	100.0	84.0	79.2		93.9	62.1	48.7	76.7
19—Sault Ste. Marie.....	105.4	104.1	88.0	79.4	82.5		97.0	67.0	52.6	82.2
20—Sudbury.....	97.4	96.4	90.8	76.8	77.9		88.0	62.1	d 56.0	77.8
21—Timmins.....	105.9	103.6	96.3	81.1	79.3	88.2	96.8	64.6	50.8	85.2
22—Toronto.....	104.8	100.6	100.7	82.7	78.1	85.0	92.4	60.5	43.5	78.0
23—Windsor.....	99.2	96.3	92.8	79.2	81.0		91.4	62.8	46.7	77.3
Manitoba—										
24—Brandon.....	102.5	95.5	100.0		72.2			56.7		81.6
25—Winnipeg.....	101.1	95.7	98.3	77.6	76.1	83.3	91.5	55.7	d 52.5	80.3
Saskatchewan—						a				
26—Moose Jaw.....	96.9	93.1	91.9	78.0	75.4	76.7	94.2	66.0	52.7	81.4
27—Regina.....	97.2	92.8	91.8	a 76.5	75.8	86.3	94.6	66.8	56.8	86.9
28—Saskatoon.....	96.1	92.7	91.0	a 74.0	78.1	78.8	88.0	58.4	d 52.9	82.5
Alberta—									d	
29—Calgary.....	102.8	97.0	101.1	84.1	76.8	93.6	100.5	64.1	59.8	87.6
30—Drumheller.....	95.6	95.0	93.8	76.6	71.6			65.8	55.3	86.2
31—Edmonton.....	97.4	91.6	93.8	a 69.6	72.7	a 84.8	90.6	62.2	50.4	87.1
British Columbia—				a						
32—Prince Rupert.....	113.3	106.7	103.3	a 80.0	78.3		103.3	73.3	67.7	95.3
33—Trail.....	111.4	105.0		a 81.2	81.8		104.4	74.8	d 63.2	97.0
34—Vancouver.....	117.3	103.5	107.6	88.8	83.4	86.3	101.2	72.6	d 55.8	92.8
35—Victoria.....	119.2	108.0	107.8	81.5	85.8	86.7	107.8	72.8	56.2	93.2

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....		39.8	95.4	32.0	.....	35.4	11.3	8.7	15.5	20.3
P.E.I.—										
2—Charlottetown.....	28.2	36.9	^g 79.4	17.0	71.6	36.0	11.3	8.2	12.2	18.7
Nova Scotia—										
3—Halifax.....	28.8	35.8	^g 77.0	20.5	73.5	35.1	12.0	8.2	14.2	18.3
4—Sydney.....	28.1	35.8	^g 84.8	22.0	74.5	36.4	12.8	8.4	13.6	18.9
New Brunswick—										
5—Moncton.....	26.7	36.4	^g 81.2	20.0	73.2	34.9	12.0	8.4	14.3	18.4
6—Saint John.....	29.3	36.3	^g 78.3	21.0	74.0	35.5	12.7	8.1	13.8	18.5
Quebec—										
7—Chicoutimi.....	30.4	40.0	78.5	20.0	70.1	36.9	13.6	8.4	.....	18.7
8—Montreal.....	26.8	35.6	75.8	20.0	69.3	34.2	12.0	7.4	13.2	17.0
9—Quebec.....	27.0	36.6	77.3	19.0	70.2	34.9	11.5	7.5	13.6	17.5
10—Sherbrooke.....	29.8	35.6	79.5	20.0	69.3	34.3	11.6	8.0	13.5	17.8
11—Sorel.....	25.4	35.2	74.2	19.0	68.7	33.3	12.0	7.7	13.6	16.9
12—Three Rivers.....	27.0	34.1	78.1	19.0	68.5	33.6	10.7	7.5	13.8	16.8
Ontario—										
13—Cornwall.....	25.6	35.1	^g 78.6	19.0	71.1	34.2	10.7	7.5	13.5	17.8
14—Fort William.....	26.7	34.8	75.6	22.0	70.6	35.6	12.7	7.3	12.5	18.3
15—Hamilton.....	27.6	35.4	^g 75.6	22.0	71.7	33.6	11.3	7.7	13.4	16.9
16—London.....	28.2	35.4	^g 70.4	19.0	71.6	33.4	11.3	7.8	13.5	17.2
17—North Bay.....	27.8	35.9	80.5	19.0	71.9	34.0	12.0	7.9	14.5	17.8
18—Ottawa.....	25.8	36.1	^g 78.1	22.0	71.7	34.4	12.0	7.8	13.5	17.1
19—Sault Ste. Marie.....	29.4	35.6	81.8	23.0	72.6	34.2	13.3	7.8	13.7	18.1
20—Sudbury.....	28.1	35.4	80.6	23.0	72.6	33.7	12.0	8.0	14.0	18.0
21—Timmins.....	28.7	34.9	79.6	21.0	71.0	34.1	12.0	8.0	13.1	18.2
22—Toronto.....	27.4	34.7	^g 72.6	21.0	71.6	32.8	11.3	7.6	12.8	17.2
23—Windsor.....	27.0	35.7	^g 73.3	21.0	70.9	33.7	11.3	7.9	13.6	17.1
Manitoba—										
24—Brandon.....	27.6	36.7	66.5	19.0	70.6	34.4	12.4	7.6	12.8	17.6
25—Winnipeg.....	25.4	33.0	69.5	20.0	69.4	34.8	14.0	7.1	12.3	17.5
Saskatchewan—										
26—Moose Jaw.....	26.4	36.7	^g 74.2	19.7	68.8	33.7	12.8	7.2	12.3	17.5
27—Regina.....	26.7	35.9	73.8	20.0	68.4	35.2	12.8	7.4	12.7	18.6
28—Saskatoon.....	28.0	37.3	^g 68.4	19.0	69.2	34.2	12.0	7.1	12.3	16.7
Alberta—										
29—Calgary.....	29.2	37.0	74.6	21.0	70.1	33.8	12.8	7.3	12.6	17.9
30—Drumheller.....	29.5	38.9	^g 70.5	22.0	70.9	35.5	12.8	7.7	13.2	17.9
31—Edmonton.....	28.8	37.7	^g 73.0	20.0	71.1	34.9	12.0	7.2	12.3	17.5
British Columbia—										
32—Prince Rupert.....	33.6	41.7	77.7	31.0	75.0	35.8	15.0	8.4	13.7	18.9
33—Trail.....	31.6	41.7	83.1	25.0	71.4	35.4	16.0	7.7	12.5	18.4
34—Vancouver.....	29.8	35.4	^g 68.4	22.0	72.6	34.3	14.9	7.4	11.8	17.1
35—Victoria.....	30.2	36.2	71.8	24.0	72.2	34.9	14.9	7.7	11.9	17.4

TABLE F-4.—RETAIL PRICES FOR STAPLE
Source: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 300's, per 1/2 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.), per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	29.6	23.1	24.2	13.9	10.7	50.0	28.2	28.5	49.8	.....	63.6
P.E.I.—											
2—Charlottetown.....	27.7	22.0	22.2	15.0	9.3	43.6	.....	28.2	46.5	36.0	55.7
Nova Scotia—											
3—Halifax.....	28.4	21.5	21.3	16.1	9.9	61.6	28.1	26.5	38.1	28.8	54.4
4—Sydney.....	28.7	21.1	21.3	14.2	8.6	56.2	33.3	26.2	39.0	32.5	55.2
New Brunswick—											
5—Moncton.....	27.9	20.6	19.6	14.6	9.7	49.8	28.8	25.9	43.2	31.7	54.4
6—Saint John.....	29.2	20.9	19.8	15.5	9.6	51.8	28.5	28.1	41.4	29.5	51.6
Quebec—											
7—Chicoutimi.....	29.2	22.5	21.5	.....	11.8	57.5	26.5	31.8	45.9	30.1	61.3
8—Montreal.....	27.3	19.0	19.9	15.1	9.7	54.3	29.6	24.3	36.9	24.7	52.7
9—Quebec.....	29.5	20.8	18.1	14.1	10.3	50.5	27.9	26.9	36.6	28.3	55.8
10—Sherbrooke.....	28.6	21.8	20.3	14.7	9.6	56.4	29.8	26.9	39.9	27.2	55.2
11—Sorel.....	26.5	18.8	18.4	13.4	10.2	49.2	26.8	23.5	39.3	.....	50.6
12—Three Rivers.....	27.8	20.8	19.6	13.2	9.0	54.2	28.1	25.4	37.2	27.9	52.5
Ontario—											
13—Cornwall.....	28.2	20.4	19.1	13.1	8.5	56.2	k 30.6	23.7	36.3	28.7	50.5
14—Fort William.....	26.7	21.3	18.3	15.9	8.4	57.4	k 29.0	27.1	42.3	30.0	55.3
15—Hamilton.....	28.5	20.0	18.8	16.1	8.1	59.2	k 31.3	25.2	38.1	29.0	50.4
16—London.....	26.4	20.0	19.4	14.5	9.2	59.3	k 29.1	24.3	36.9	27.6	49.2
17—North Bay.....	26.8	22.0	.....	12.6	7.7	57.0	.....	27.2	38.7	28.2	53.2
18—Ottawa.....	27.6	21.1	19.2	14.0	8.6	58.0	k 29.2	27.6	39.6	28.2	49.6
19—Sault Ste. Marie.....	27.8	20.6	18.9	13.6	8.5	57.8	i 32.2	24.9	36.6	29.7	52.8
20—Sudbury.....	27.7	21.4	18.1	13.6	8.8	58.6	k 28.8	27.6	39.9	27.8	51.9
21—Timmins.....	29.4	21.7	20.1	14.5	7.9	59.1	k 29.0	25.9	41.7	31.6	54.4
22—Toronto.....	27.3	19.9	18.4	16.8	7.9	60.4	k 27.9	24.6	36.6	26.8	49.0
23—Windsor.....	24.5	21.3	20.0	15.0	8.0	55.2	i 29.4	24.3	37.8	27.8	51.9
Manitoba—											
24—Brandon.....	30.6	23.2	21.3	16.4	9.6	46.8	k 29.8	29.7	45.0	p 27.2	t 70.9
25—Winnipeg.....	29.1	21.6	20.0	15.2	7.0	48.3	k 28.2	26.9	42.0	p 26.0	t 68.2
Saskatchewan—											
26—Moose Jaw.....	31.5	22.2	22.3	13.8	8.5	45.7	k 29.7	27.1	44.4	t 31.0	t 72.2
27—Regina.....	32.7	20.8	22.4	15.3	8.8	40.1	k 28.9	29.1	42.3	t 30.0	t 72.8
28—Saskatoon.....	30.8	22.1	21.8	16.2	9.5	37.6	k 30.5	27.8	42.6	t 34.8	t 69.7
Alberta—											
29—Calgary.....	33.1	19.6	21.8	15.8	8.6	66.6	k 28.6	26.9	39.9	t 31.0	t 70.3
30—Drumheller.....	35.4	18.8	23.0	15.2	9.5	56.0	k 25.4	27.7	40.8	t 30.8	t 74.1
31—Edmonton.....	33.2	20.3	22.5	15.1	9.1	48.6	k 29.6	27.1	41.1	t 27.9	t 71.2
British Columbia—											
32—Prince Rupert.....	32.1	m 20.6	m 20.4	16.7	8.6	67.6	k 28.7	26.6	42.0	t 26.9	t 70.5
33—Trail.....	32.7	m 21.0	m 22.7	17.8	9.4	66.5	k 28.7	26.6	42.0	t 32.3	t 71.6
34—Vancouver.....	29.3	m 19.1	m 17.4	15.7	7.6	65.3	k 25.7	23.6	36.0	p 20.8	t 63.4
35—Victoria.....	28.4	m 18.2	m 17.5	16.6	8.0	71.5	k 28.5	26.4	35.7	p 22.6	t 69.3

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

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Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	48.6	49.8	42.1	13.0	.....	116.7	59.7	.....	21.89
P.E.I.—									
2—Charlottetown.....	24.0	45.2	38.7	13.1	13.0	120.7	51.1	.....	16.00
Nova Scotia—									
3—Halifax.....	24.2	44.9	36.8	12.2	13.1	114.6	51.8	.....	17.75
4—Sydney.....	23.7	49.5	37.9	13.0	13.8	117.9	51.3	.....	12.35
New Brunswick—									
5—Moncton.....	23.5	41.9	37.3	12.8	13.3	112.8	51.2	.....	17.50
6—Saint John.....	23.0	45.1	37.2	12.6	13.0	113.5	52.2	.....	18.19
Quebec—									
7—Chicoutimi.....	.....	53.7	38.1	12.9	12.8	121.3	58.8	27.98	.....
8—Montreal.....	22.2	42.7	33.8	11.7	12.4	109.9	56.5	28.55	.....
9—Quebec.....	22.2	46.9	35.8	12.2	12.3	114.0	57.2	26.50	.....
10—Sherbrooke.....	23.4	41.4	34.1	12.1	12.8	112.3	58.7	27.75	.....
11—Sorel.....	22.0	44.4	34.0	11.8	11.8	109.9	54.8	25.83	.....
12—Three Rivers.....	23.9	43.8	35.1	12.4	12.4	111.5	56.1	27.00	.....
Ontario—									
13—Cornwall.....	21.8	40.9	33.7	12.5	12.6	114.5	55.8	28.75	.....
14—Fort William.....	22.8	41.7	37.4	13.4	14.0	105.8	54.0	26.82	.....
15—Hamilton.....	22.4	37.6	33.1	12.4	13.5	107.2	55.6	26.00	.....
16—London.....	22.5	41.1	33.2	12.6	13.3	106.6	55.6	26.50	.....
17—North Bay.....	24.0	39.3	35.0	13.5	14.5	118.2	56.0	28.50	.....
18—Ottawa.....	22.3	42.0	33.6	12.1	13.0	109.1	55.1	28.50	.....
19—Sault Ste. Marie.....	23.2	38.0	36.4	13.1	13.3	103.4	56.3	25.50	.....
20—Sudbury.....	23.0	38.1	35.9	13.2	13.5	102.6	55.1	28.25	.....
21—Timmins.....	23.6	42.7	35.9	13.3	14.2	107.4	55.0	31.00	.....
22—Toronto.....	21.5	41.1	32.6	11.9	13.0	104.8	54.7	25.25	.....
23—Windsor.....	21.6	41.6	33.4	12.4	13.5	102.8	55.0	26.50	.....
Manitoba—									
24—Brandon.....	27.3	46.9	37.8	15.2	15.7	109.4	53.8	.....	17.40
25—Winnipeg.....	23.9	45.4	35.7	15.0	15.9	100.3	52.9	.....	18.70
Saskatchewan—									
26—Moose Jaw.....	24.8	45.1	38.0	14.4	15.5	101.7	52.7	.....	15.75
27—Regina.....	24.9	46.3	39.0	14.5	15.7	106.8	53.8	.....	16.80
28—Saskatoon.....	24.2	49.6	36.9	15.0	16.0	100.6	51.4	.....	16.00
Alberta—									
29—Calgary.....	24.6	42.6	38.3	13.7	14.7	102.3	53.2	.....	13.50
30—Drumheller.....	26.1	45.6	40.6	14.2	15.4	105.8	53.4	.....	.....
31—Edmonton.....	24.7	44.2	36.7	13.7	15.3	108.3	52.5	.....	8.20
British Columbia—									
32—Prince Rupert.....	25.6	42.6	38.1	13.5	14.8	106.2	55.1	.....	21.25
33—Trail.....	26.1	43.8	36.9	13.7	15.1	102.5	52.8	.....	18.00
34—Vancouver.....	23.8	36.9	34.3	11.7	13.4	98.3	52.4	.....	19.30
35—Victoria.....	23.1	39.6	33.9	12.6	14.0	103.9	52.8	.....	20.42

(f) Imported. (g) Mixed-carton and loose. (h) Evaporated milk, 18.0¢ per 16 oz. tin. (i) Package. (k) Mixed-package and bulk. (m) 15 oz. tin. (n) Mixed-Californian and Australian. (p) 360's. (s) 28 oz. tins. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914 (e)	June-Aug., 1939	1938	1936-39 = 1000	1st Quarter of 1949 = 1000
1922.....	(a) 120.4	(b) 119.7	.....	(f) 183	(l) 185	.....	.....	.....	(c) 164	.....	110.1	(d) 1100	.....
1926.....	121.8	126.4	.....	(g) 172	185	.....	.....	.....	162	125	109.3	(f) 1100	.....
1928.....	121.7	122.5	.....	(h) 164	176	.....	.....	.....	161	118	108.6	(f) 1150	.....
1933.....	94.4	92.4	.....	(i) 140	151	.....	.....	.....	131	98	93.2	.....	.....
1939.....	101.5	99.4	100.0	(j) 158	178	108	.....	.....	138	(m) 103	99.9	.....	748
1940.....	105.6	100.2	100.7	(k) 184	205	129	.....	.....	151	113	103.4	1051	782
1941.....	111.7	105.2	104.4	(l) 199	226	150	.....	.....	174	138	108.2	1111	810
1944.....	118.9	125.5	119.1	(m) 201	295	285	.....	.....	141.7	207	128.8	1270	872
1945.....	119.5	128.4	213.5	(n) 203	295	393	.....	.....	157.5	293	132.2	1270	884
1946.....	123.6	139.3	266.7	(o) 203	291	645	.....	.....	209	287	134.1	1278	891
1947.....	135.5	159.2	300.3	(p) 203	.....	1030	.....	.....	208	287	139.7	1309	919
1948.....	155.0	171.2	318.9	(q) 108	99	1632	4575	162.1	217	279	139.7	1392	992
1949.....	160.8	169.1	336.0	(r) 111	.....	1818	4847	172.4	224	281	147.5	1392	992
1950.....	166.5	(n) 171.9	356.2	114	101	1945	4915	175.9	222	278	153.2	1528	1009
December.....	170.7	(n) 176.4	366.2	116	102	2055	4997	179.2	(e) 159.1	294	159.3	1669	1066
1951.....	171.1	(n) 178.8	368.0	116	.....	2075	5009	180.8	160.9	307	165.2	.....	.....
January.....	172.5	(n) 181.5	375.0	117	.....	2103	5080	185.1	160.9	306	165.2	1853	1105
February.....	175.2	(n) 183.8	379.5	118	103	2141	5171	194.5	162.3	312	165.6	.....	.....
March.....	179.7	181.5	375.8	119	.....	2179	5199	194.5	162.8	315	166.4	.....	.....
April.....	181.8	184.6	380.5	121	109	2215	5317	201.0	162.7	316	167.5	1932	1121
May.....	182.0	185.4	380.5	124	.....	2291	5323	204.7	164.5	318	168.8	.....	.....
June.....	184.1	185.2	385.5	125	109	2258	5392	207.2	166.1	318	170.4	.....	.....
July.....	187.6	185.5	387.5	126	.....	2383	5392	209.5	167.3	318	171.6	2067	1169
August.....	188.9	185.5	388.5	127	111	2281	5371	210.6	168.3	319	172.2	.....	.....
September.....	189.8	186.0	387.4	128	.....	2337	5371	210.6	168.3	321	.....	.....	.....
October.....	190.4	187.4	387.4	129	.....	2365	5386	210.6	168.3	322	.....	.....	1207
November.....	191.2	188.6	.....	.....	.....	2427	.....	.....	169.9	.....	.....	.....	.....
December.....	191.1	188.6	.....	.....	.....	.....	.....	.....	170.8	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) New series on June, 1947 base. (h) Revised index. (i) Years 1944-47 on base July, 1914 = 100. (j) Yearly averages are for first half of year. (k) Adjusted series. (l) Annual averages 1935-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) Adjusted series.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	Nov. 1950	Oct. 1951	Nov. 1951
All Commodities—										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	132.1	211.2	222.4	239.6	239.1
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	209.3	218.9	220.9
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	150.0	251.3	263.2	294.8	289.4
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	130.8	246.7	281.6	298.0	270.6
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	154.9	258.3	269.3	301.7	299.0
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	117.9	183.6	190.6	215.7	216.8
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	107.6	159.5	169.9	184.8	185.3
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	116.4	164.8	164.1	170.8	170.7
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	170.8	190.3	187.7
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	221.9	236.3	237.0
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	223.2	242.7	241.4
†General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	265.2	291.4	289.5
Residential Building Materials.....			112.4	89.0	102.3	148.3	242.7	262.1	290.8	289.3
Canadian Farm Products Total.....			140.8	69.3	92.6	166.4	236.7*	239.2*	252.6	253.4
Field.....			137.2	69.3	83.7	162.5	191.9*	187.9*	175.0	188.2
Animal.....			144.4	69.2	101.5	170.2	281.4	290.5	330.3	328.5

† Gold is included from 1935 to date.

‡ Arbitrarily converted from base 1926 = 100.

The indexes for 1951 are subject to revision.

* Revised—Incorporates the final payment for wheat, oats and barley for crop year 1950-51.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER,
1950-1951†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1951*						
January.....	17‡	17	6,253‡	6,253	16,763	0.02
February.....	14	18	4,324	4,508	18,878	0.02
March.....	22	27	4,455	4,754	15,135	0.02
April.....	15	19	2,450	2,647	9,673	0.01
May.....	31	39	5,772	6,560	34,902	0.04
June.....	40	52	12,993	13,641	128,150	0.15
July.....	15	32	5,652	9,470	119,413	0.14
August.....	22	38	19,405	25,272	219,473	0.25
September.....	23	31	3,792	8,637	105,235	0.12
October.....	15	28	3,543	6,388	49,318	0.06
November.....	8	18	6,764	8,617	38,315	0.04
December.....	13	19	11,821	12,587	117,045	0.14
Cumulative totals.....	235		87,224		872,300	0.08
1950						
January.....	9‡	9	2,381‡	2,381	38,588	0.04
February.....	11	16	3,053	3,861	24,871	0.03
March.....	14	22	4,620	5,600	25,041	0.03
April.....	13	24	2,081	2,869	15,272	0.02
May.....	18	28	3,733	4,491	24,471	0.03
June.....	18	27	1,699	2,767	29,692	0.03
July.....	19	34	4,941	6,394	50,880	0.06
August.....	14	27	131,526	133,392	1,054,013	1.22
September.....	14	23	12,567	15,344	37,503	0.04
October.....	16	25	12,335	13,138	30,766	0.04
November.....	9	19	12,087	14,165	49,477	0.06
December.....	6	14	1,130	2,581	8,465	0.01
Cumulative totals.....	161		192,153		1,389,039	0.13

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but lockouts or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to December, 1951				
MINING— Silver and lead miners and millworkers, Alice Arm, B.C.	1	125	1,000	Commenced October 30; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week, and other changes follow- ing reference to conciliation board; terminated December 11; negotia- tions; compromise.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Biscuit factory workers, Vancouver, B.C.	1	101	2,240	Commenced November 10; for a new agreement providing for increased wages and other changes following reference to conciliation board; un- terminated.
<i>Tobacco and Liquors—</i> Brewery workers, New Westminster, Vancouver and Victoria, B.C.	4	421	2,000	Commenced October 24; for new agreements providing for increased wages following reference to con- ciliation board; terminated Decem- ber 8; negotiations; compromise.
<i>Fur, Leather and Other Animal Products—</i> Handbag factory workers, Montreal, P.Q.	1	16	300	Commenced August 30; for a union agreement providing for increased wages following reference to con- ciliation and arbitration; untermi- nated.
<i>Pulp, Paper and Paper Products—</i> Paper box factory workers, Prescott, Ont.	1	73	580	Commenced November 13; for a new agreement providing for increased wages following reference to con- ciliation board; terminated Decem- ber 12; conciliation and negotia- tions; compromise, increase in wages granted, agreement to be negotiated.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Nicolet, P.Q.	1	30	600	Commenced September 27; for a new agreement providing for increased wages and cost-of-living escalator clause; unterminated.
<i>Shipbuilding—</i> Shipyard workers, New Westminster and Vancouver, B.C.	3	.....	.....	Commenced September 27; inter- union dispute following decertifica- tion of one union for refusal of mem- bers to work overtime; deemed terminated November 24 by virtue of decision of Supreme Court of British Columbia; in favour of em- ployer.
SERVICE— <i>Business and Personal—</i> Laundry workers, Montreal, P.Q.	1	.....	.....	Commenced November 14; protest- ing dismissal of a female worker; later information indicates called off by union on November 22 following bankruptcy of establish- ment; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1951 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During December, 1951				
MINING— Gold miners, Drumheller, Alta.	1	168	168	Commenced December 10; protest against working with a certain fire- boss; terminated December 10; re- turn of workers pending negotia- tions; indefinite.
Coal miners, Glace Bay, N.S.	2	⁽³⁾ 70	140	Commenced December 19; dispute re cleaning off wall; terminated Decem- ber 20; return of workers; in favour of employer.
Coal miners, Springhill, N.S.	1	1,339	2,600	Commenced December 19; against suspension of two miners following dispute on longwall over local stone; terminated December 20; return of workers pending negotiations; in- definite.
MANUFACTURING— <i>Boots and Shoe (Leather)</i> — Shoe factory workers, Quebec, P.Q.	1	46	46	Commenced December 20; protest- ing dismissal of a worker for failure to maintain quality of workman- ship; terminated December 20 negotiations; compromise, worker reinstated without seniority.
<i>Textiles, Clothing, etc.</i> — Hosiery factory workers, Montreal, P.Q.	1	33	400	Commenced December 7; protest against discharge of a worker for cause; terminated December 26; return of workers; in favour of em- ployer.
<i>Metal Products</i> — Motor vehicle factory workers, Windsor, Ont.	1	⁽⁴⁾ 8,880	100,000	Commenced December 3; protesting dismissal of 26 workers for allegedly inciting work stoppages; terminated December 24; return of workers pending reference to arbitration; indefinite.
Electrical apparatus factory workers, Peterborough, Ont.	1	21	250	Commenced December 11; protest- ing suspension of four welders for refusal to work at rates in new- classification; untermiated.
Metal factory workers, Weston, Ont.	1	498	4,980	Commenced December 14; for a new agreement providing for increased wages and reduced hours following reference to conciliation board; unterminated.
Open hearth steel mill workers, Sault Ste. Marie, Ont.	1	400	400	Commenced December 20; sym- pathy with striking employees of scrap metal supplier; terminated December 21; return of workers; in favour of employer.
Shipbuilding— Shipyard workers, Pictou, N.S.	1	230	860	Commenced December 11; protest- ing refusal of Nova Scotia Labour Relations Board to certify a certain union, and alleged discrimination in dismissal of eight workers; termi- nated December 14; negotiations; compromise, any certified union to be recognized, eight workers re- instated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1951 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During December, 1951— <i>Concluded</i>				
TRANSPORTATION— <i>Electric Railways and Local Bus Lines—</i> Bus drivers, Windsor, Ont.	1	(^b)35	25	Commenced December 1; protesting dismissal of eight workers for cause; terminated December 1; return of workers pending reference to arbitration; partially successful, three workers reinstated.
<i>Other Local and Highway—</i> Truck drivers, Windsor, Ont.	1	31	56	Commenced December 10; protesting dismissal of a worker for cause; terminated December 11; negotiations; in favour of employer.
TRADE— Scrap metal workers, Sault Ste. Marie, Ont.	1	70	400	Commenced December 14; alleged discrimination in dismissal of two workers during union organization; terminated December 20; conciliation; in favour of workers.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 1,278 indirectly affected; ⁽⁴⁾ 3,031 indirectly affected; ⁽⁵⁾ 380 indirectly affected.

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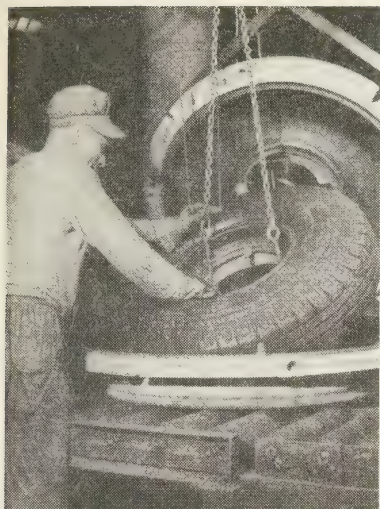
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Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press (March 13)

*By Economics and Research Branch,
Department of Labour*

AT THE beginning of March, the labour market continued to reflect seasonal influences and the effects of the earlier downturn in some consumer industries. The latest information indicates that total employment continues to exceed last year's levels, but it is evident that the increase in employment is smaller than the growth in the labour force since unemployment is also greater. At February 28 the number of job applications listed with the National Employment Service totalled 371,000 an increase of 74,300 over March 1, 1951.

In recent weeks, these figures have been increasing much more slowly than earlier in the winter. At the end of February the weekly addition of total job applications dropped to less than 1,500; at the beginning of the year the total was rising at the rate of more than 30,000 a week. Set against the pattern of previous years, the recently slower rise in job applications indicates that the seasonal peak of unemployment is near.

In some sections of the country it was apparent at the middle of the month that the peak had already been passed. This was true in British Columbia, where lumbering operations resumed after coming to a virtual standstill in January, and in the Prairie Provinces. The upturn in activity in these regions, however, was offset by the release of an increasing number of pulpwood workers in Quebec and the disruptions caused by recent storms in the Maritimes.

Within the regions, there were wide differences in the distribution of labour surpluses. The following table, based on the ratio of NES job applications to the number of wage and salary workers (including both those at work and out of work), summarizes local labour market conditions at February 14, 1952.

	Canada	Atlantic	Quebec	Ontario	Prairie	Pacific
15% and over.....	34	7	12	6	0	9
10% to 14.9%.....	49	9	19	16	1	4
5% to 9.9%.....	79	11	10	33	20	5
Less than 5%.....	16	0	2	6	8	0

In more than half the total local labour market areas the ratio of NES job applications to paid workers was less than the national average, while in 34 of the 178 areas the ratio was greater than 15 per cent. Most of these substantial surpluses are attributable to seasonal causes but in several areas

of Quebec and Ontario surpluses have been augmented by employment reductions in consumer industries. In almost all areas of the country, unemployment was somewhat higher than it was a year ago.

The greater degree of unemployment is closely related to the trends in housing construction and in the way the public spent their incomes last year. The number of housing units on which construction started during the last three months of 1951 (including those of the Department of National Defence) was 47 per cent below the number started in the same period of 1950. This has meant a much smaller carry-over of construction work during the winter months and a greater number of jobless building tradesmen. The large volume of industrial developments now under way has not offset this unemployment, largely because expansions and contractions have occurred in different places.

Personal incomes showed a gain of more than 5 per cent in 1951, after allowing for greater personal direct taxes and higher prices. But the overall demand for goods and services did not increase because the public spent a smaller proportion of their incomes, so that the volume of goods and services bought showed no change over the year. Of more significance to recent labour market developments was the timing and distribution of consumer expenditures. Expenditures on food, being fairly inflexible, rose steadily with increasing population and higher prices. On the other hand, a greater part of other spending occurred during the first half of the year. In the latter half of the year, a larger proportion of money earned was used to pay for such items as refrigerators, cars and clothing that were bought earlier in the year or late in 1950.

The effect of these developments has been to reduce employment in consumer goods industries as a whole to about the level existing before the start of the defence program. During 1951 employment in the food and beverage industry rose steadily but significant declines occurred in the clothing, textile, furniture, leather and automobile industries. In addition, the number of workers losing one or two days work a week increased substantially. An increase of 11,000 in the number of short-time claimants for unemployment insurance between the end of October and the beginning of February indicates the growth of part time work.

In contrast, the manpower needed to fulfil the rearmament programs of the western democracies has grown steadily, filling the gap made by a fall in consumer demand in some industries and creating the need for additional capacity and labour in others. In the metal producing industries particularly the effects of the drop in sales of consumer durables have been largely confined to the final production stages. Employment in the primary and semi-processing industries has grown steadily under the impact of foreign and domestic rearmament demands. In the fifteen industries most directly involved in the defence program the employment gains since June, 1950 have amounted to more than 60,000 workers. Of this total, about 25,000 represents the growth in the aircraft, shipbuilding, electrical apparatus and ordnance industries. Current schedules of government expenditure and plans for industrial expansion indicate that employment in these sectors of the economy will continue to grow during 1952.

* * * *

Final figures on strikes and lockouts in Canada during the year 1951 are now available. The number of man-working days lost as a result of strike action during the year was considerably less than in the previous year, amounting to 900,000 days as compared with 1,400,000 days in 1950, but in the same periods the number of work stoppages increased by 60 per cent to a total of 250.

(Continued on page 266)

CURRENT LABOUR STATISTICS

(Latest available statistics as of March 13, 1952)

Principal Items	Date	Amount	Percentage change from	
			Previous Month	Previous Year
Manpower—				
Total civilian labour force (a).....	Nov. 3	5,210,000	—	—
Persons with jobs (a).....	Nov. 3	5,110,000	—	—
Persons without jobs and seeking work (a).....	Nov. 3	100,000	—	—
Registered for work, N.E.S.				
Atlantic.....	Feb. 28/52	46,810	+ 10.3	+ 3.6
Quebec.....	Feb. 28/52	114,569	+ 9.6	+23.8
Ontario.....	Feb. 28/52	111,796	+ 1.2	+76.4
Prairie.....	Feb. 28/52	48,324	+ 1.0	- 4.8
Pacific.....	Feb. 28/52	49,442	- 14.1	+10.3
Total, all regions.....	Feb. 28/52	370,941	+ 2.2	+25.0
Ordinary claims for				
Unemployment Insurance benefit (c).....	Feb. 1/52	318,537	+ 28.9	+28.6
Amount of benefit payments.....	Jan. /52	\$13,977,424(d)	+101.9	+42.2
Index of employment (1939=100).....	Jan. 1/52	180.9	- 3.1	+ 3.2
Immigration.....	Dec.	19,676	- 11.5	+178.7(b)
Industrial Relations—				
Strikes and lockouts—days lost.....	Feb. /52	47,603	—	+231.1 (b)
No. of workers involved.....	Feb. /52	13,048	—	+64.7 (b)
No. of strikes.....	Feb. /52	22	—	-20.6 (b)
Earnings and Income—				
Average weekly wages and salaries.....	Jan. 1/52	\$50.45	- 3.7	+11.4
Average hourly earnings (mfg.).....	Jan. 1/52	\$1.27	+ 1.8	+16.3
Average hours worked per week (mfg.).....	Jan. 1/52	41.9	0.0	- 2.6
Average weekly earnings (mfg.).....	Jan. 1/52	\$53.13	+ 1.8	+13.4
Cost-of-living index (Average 1935-39=100).....	Feb. 1/52	190.8	- 0.4	+ 8.9
Real weekly earnings (mfg. Average 1946=100).....	Jan. 1/52	114.8	+ 1.6	+ 2.1
Total labour income.....	Nov.	\$857,000,000	+ 0.2	+15.2
Industrial Production—				
Total (Average 1935-39=100).....	Dec.	204.1	- 1.8	- 2.4
Manufacturing.....	Dec.	209.6	- 2.1	- 4.6
Durables.....	Dec.	252.8	- 1.5	- 3.9
Non-durables.....	Dec.	184.4	- 2.5	- 5.1
Trade—				
Retail.....	Dec.	\$1,005,700,000	+ 11.0	+ 3.0
Exports.....	Jan. /52	\$ 323,700,000	- 14.7	+13.5
Imports.....	Jan. /52	\$ 273,000,000	- 16.2	+ 2.5

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Includes supplementary benefit—Feb. 1, 1952=30,726, Jan. 1, 1952=8,184, Feb. 1, 1951=27,103.

(d) Includes supplementary benefit—January, 1952=\$543,507.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Canadian Production Was At Record Level in 1951

Canadian output of goods and services was at record levels in 1951, according to advance preliminary estimates issued by the Dominion Bureau of Statistics.

The gross national product of 1951 was \$21.2 billion, a rise of 18 per cent from 1950. Of this increase, between five and six per cent is accounted for by increases in the real output of goods and services; 11 per cent by price rises.

Personal saving in 1951 was at its highest level since the end of the war, the bureau reported. It rose from \$820 million in 1950 to more than double that amount in 1951.

The real volume of Canada's production of goods and services—after elimination of the influence of price movements—has more than doubled during the quarter-century from 1926 to 1950.

These figures appear in a supplement to *National Accounts, Income and Expenditure, 1926-1950*, a major report published by the Bureau of Statistics.

In the report, the bureau summarizes the highlights of the statistical trends by comparing the years 1928 and 1950, both years of relatively full use of economic resources. The following are among the points singled out:—

1. From 1928 to 1950, the volume of production of goods and services rose by more than 90 per cent. The average annual rate of increase in the physical volume of output was about three per cent per year. As Canada's population grew at the rate of approximately 1.6 per cent during the period, on a per capita basis the physical volume of production increased at the rate of approximately 1.3 per cent annually.

2. In real terms, personal expenditure on consumer goods and services rose by 93 per cent between 1928 and 1950. On a per capita basis, Canadians consumed 38 per cent more goods and services in 1950 than in 1928, indicating a substantial gain in the material standard of living.

Housing Completions Down 4 Per Cent in 1951

Housing completions in Canada for the first 11 months of 1951 were four per cent less than in the corresponding period of 1950, according to a factual summary of housing in Canada published by the Central Mortgage and Housing Corporation. Completions numbered 74,800 units.

During the period of almost seven years from the beginning of 1945 to the end of November, 1951, more than 500,000 dwelling units (including conversions) were completed. This marks the highest sustained house-building effort in Canadian history.

The year-to-year rise in completions, however, was arrested in the latter part of 1951. Starts of new dwellings totalled 66,400 units, 24 per cent below the comparable period in 1950. Units under construction at the end of November, 1951, at 50,400 were 17,300 fewer than a year earlier.

The contraction in house-building activity during 1951 was partly the result of rising defence requirements for construction material and manpower resources.

U.S. Has Its Second Best Housing Year on Record

The year 1951 was the United States' second best housing year on record, despite the fact that mortgage-credit controls were in effect throughout the period and the building industry came completely under the Controlled Materials Plan in October, according to the Bureau of Labour Statistics, U.S. Department of Labour.

A total of 1,090,000 new permanent, non-farm dwelling units were started in 1951. This was 22 per cent, or 306,000 units, less than the record 1,396,000 started in 1950.

Appoint New Member to Council on Manpower

J. K. Kennedy of Saint John, N.B., Second Vice-President, Dominion Command, Canadian Legion, has been appointed to the National Advisory Council on Manpower, Hon. Milton F. Gregg, Minister of Labour, has announced.

Mr. Kennedy, who replaces the Very Rev. Dean J. O. Anderson of Winnipeg, will represent the veterans of Canada on the council. Dean Anderson, also a Dominion Command officer of the Legion, relinquished his position on the council because of other commitments.

Labour Group, Board of Trade Present Briefs To Newfoundland Minimum Wage Board

Newfoundland Federation of Labour

The Newfoundland Federation of Labour (TLC), in a brief presented to the provincial Minimum Wage Board, voiced its opposition to what it regarded as the tendency for minimum wages to become maximum wages.

While holding that the collective bargaining process is the more effective method of attaining decent wage scales, the federation recognized the need for wage fixing for those outside the organized labour field.

Referring directly to minimum wage legislation, the federation requested that any orders promulgated by the board be confined to stipulating the wages, hours and conditions to apply to male and female employees and that such orders be based generally upon those set out in the regulations of the Manitoba Minimum Wage Board.

Maximum Work Week

Referring to the provisions of the Manitoba regulations, the labour organization asked for a maximum work week of 44 hours for female employees and 48 hours for male workers. The federation further requested that the board adhere to the principle of time and one-half for overtime on a daily basis and that extra remuneration or compensatory time off be provided for work performed on statutory holidays.

The brief contained a proposal that the board, in cases where it had to deal with piece-work rates, establish rates that enable the worker to earn, without undue effort, more than he could on a minimum time rate basis.

The federation's brief asked that provision be made for weekly payment in cash.

Federal Grant Supports Study of Lead Poisoning

A federal public health research grant is aiding the carrying out of a long-term study of the problem of lead poisoning, Hon. Paul Martin, Minister of National Health and Welfare, has announced. The study is being conducted by the School of Hygiene, University of Toronto.

The research is being conducted by Dr. D. Y. Solandt, Professor of Physiological Hygiene. Specific attention is being given to the changes produced in nerve

Newfoundland Board of Trade

Minimum Wage Orders should be designed solely to outlaw payment of distinctly sub-standard or "sweat-shop" rates and should not be designed to establish wages to meet comparative standards for similar occupations in other regions, to relate minimum wages to the cost of living, or to meet higher living standards, the Newfoundland Board of Trade believes.

Board's Suggestions

Views of the Board of Trade were expressed in a brief submitted to the province's Minimum Wage Board recently. The brief made the following suggestions:—

1. If the Minimum Wage Board is satisfied from evidence that the payment of distinctly sub-standard rates of wages is reasonably widespread, the committee favours the introduction of Minimum Wage Orders by the Board.

2. Minimum Wage Orders should be designed solely to outlaw payment of distinctly sub-standard or "sweat-shop" rates and should not be designed to establish what is commonly referred to as fair wages, that is, wages to meet comparative standards for similar occupations in other regions to relate minimum wages to a Cost-of-Living Budget, or to meet higher living standards.

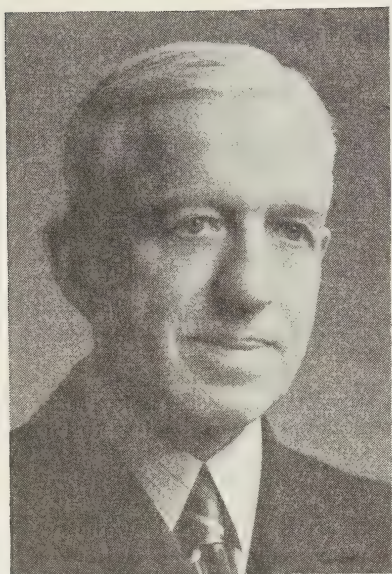
3. Before prescribing minimum wages under the Act, the Board should examine minimum wage orders promulgated by similar Boards in the other Maritime Provinces.

4. Before promulgating a minimum wage for any region in Newfoundland, the Board should obtain the opinion of responsible employers in that region, as to the feasibility of the minimum wage in mind.

In this way, the Board would inform itself of employment customs in more remote places and would be in a better position to assess the practical effect of a prescribed minimum wage.

tissues near the surface of the body, the tissue at the point where a nerve joins the muscle to which it is distributed.

Lead poisoning, one of the most common industrial diseases, is a problem not yet fully understood, although a good deal of study has been given to the way lead poisoning develops and to the methods of treatment.



Hold Dr. MacNamara for Another Year's Term

By Order in Council, the Government has extended for another year the term of office of Dr. A. MacNamara, Deputy Minister of Labour.

By so doing, the Government has assured retention of the services of one of its outstanding administrators in the developing manpower situation.

Pioneering in National Selective Service during the Second World War when the productive potential of the nation was accelerated rapidly to meet the requirements of all-out war, Dr. MacNamara directed the mobilization of the manpower resources of the country and organized the channels of priorities to meet the tremendous national effort on the production lines.

With another challenge developing under the world threat of communist aggression, the Government last year set up a National Advisory Council on Manpower to study the problem of utilizing Canada's industrial population to its maximum extent in the emergency defence program. Dr. MacNamara and Norman Robertson, Clerk of the Privy Council, are chairmen of this important national body.

It was a natural corollary that the man who directed the organization of the nation's manpower resources in the last struggle should now be called upon to remain at the controls in the present disturbed world situation.

Dr. MacNamara has a distinguished record of national service. From his post as Deputy Minister of Public Works in

Manitoba he was summoned in 1939 to the federal service, first as chairman of the Dependents' Allowance Board, then as Acting Chief Commissioner of the Unemployment Insurance Commission. In the latter position he organized and put into operation Canada's first unemployment insurance plan. He was then appointed Associate Deputy Minister of Labour and, in February, 1943, Deputy Minister.

During the First World War, Dr. MacNamara served in the Royal Air Force.

For his outstanding service in the mobilization of the nation's manpower, he was made a Companion of St. Michael and St. George.

V. C. Phelan in Brazil On Survey for ILO

V. C. Phelan, Director of Canada Branch of the International Labour Office, Ottawa, has left for Brazil, where he will spend two or three months surveying existing public employment placement facilities in that country and the Brazilian system of migration. Mr. Phelan's assignment was brought about by discussions between the International Labour Office and the Government of Brazil on possible assistance to be given to Brazil by the ILO under the Technical Assistance Program.

After he has completed his survey, Mr. Phelan will prepare a report which may possibly form the basis of an agreement between the ILO and the Government of Brazil for the formulation of a program to revise the system of Public Employment Service and migration administration in that country.

Mr. Phelan left Ottawa on February 14.

For many years Mr. Phelan was a senior officer of the federal Department of Labour. At one time he was Assistant Director of the Employment Service of Canada. When the Unemployment Insurance Commission was set up in 1940, Mr. Phelan was named Chief Employment Officer, and in that capacity was largely responsible for the organization of the offices of Canada's National Employment Service. Among other posts he held in the Department of Labour, Mr. Phelan was European representative of the Department in 1947 and 1948, and at that time had much to do with the movement of displaced persons and other immigrants from Europe for employment in Canada.

In 1951 Mr. Phelan was honoured by the International Association of Public Employment Services by being given a citation for outstanding service in the public employment service field.

U.S. Board Recommends Union Shop on Railways

A Presidential emergency fact-finding board has recommended that the United States railroads make a national agreement with 17 non-operating unions providing for the union shop and check-off of union dues.

If the railways agree, this proposed solution of a dispute will mean that all but an excepted few of the 1,100,000 shop, office and track employees will have to join the union of their craft or give up their jobs within 60 days after the effective date of the agreement. Job applicants will not have to be union members to get work, as under the closed shop, but will have to join within 60 days after their hiring. Also, a worker expelled from the union because of failure to pay dues will have to be discharged.

Specialists Condemn Retirement at 65

Labour may soon seek legislation to compel new industries to employ a minimum proportion of older workers, representatives of industry, labour, social welfare and education were told at the national conference on the retirement of older workers at Columbia University, New York, in January.

Solomon Barkin, Research Director of the Textile Workers' Union of America (CIO), said such legislation is part of a larger program to solve the problem of a steadily-growing population of persons 65 years and older. The legislation, he explained, would make the hiring of older workers a condition of government aid to new industry. Unless management redesigns jobs to fit older workers, he cautioned, an important segment of the population will be under-utilized.

Seniority and costs are not insuperable problems, industry spokesmen were told, in reply to their contention that continued employment of older workers is not administratively convenient, or economically feasible if competitors are not forced to bear equal costs.

Earlier, Dr. Thomas Parran, Dean of the Graduate School of Public Health, University of Pittsburgh, said that chronological age alone was "deficient" as an index for retirement. Age 65 was "an accident of social policy," he said, adding that as a result of its acceptance as an index, the country was losing the potential labour of 1,500,000 persons.

One major barrier to solving the basic problem of how best to use the nation's ageing population, the meeting found, is the lack of efficient means of determining and weighing individual capabilities and needs as part of a plan for retirement on an individual rather than a mass basis.

The three-day conference was held under the sponsorship of the McGregor Fund of Detroit and the National Social Welfare Assembly's committee on the aging.

Retirement Age Raised To 65 in British C.S.

The retirement age for British civil servants has been raised from 60 to 65 years. Retirement at 60 is optional; but those over 60 who show, on periodic efficiency tests, "an acceptable standard of efficiency" may remain at work.

"The general aim will be to employ civil servants for as long as practicable" said Hon. R. A. Butler, Chancellor of the Exchequer in making the announcement.

A week earlier Mr. Butler had announced in the House of Commons that civil service staffs would be cut by 10,000 in the next six months.

CCCL Hires Man to Send Immigrants to Right Job

The services of a Polish labour leader, Mr. F. Krakowski, have been obtained by the Canadian and Catholic Confederation of Labour, announces *Le Travail*, its official publication, to help immigrant workers find the kind of job they are best suited for and to prevent their exploitation.

An interpreter—Mr. Krakowski speaks a number of foreign languages, including Polish and Italian—he helps immigrants obtain papers showing their qualifications and directs them towards the trades in which they are specialists. He also keeps files which enable him to fill the needs of employers in search of specialists. He interviews from 20 to 25 immigrants a day. His services are free to the immigrants and the employers.

President and one of the founders of the International Federation of Christian Refugee and Immigrant Workers,* Mr. Krakowski states that he does not want "to direct those workers towards small industries where the exploitation of foreign and specialized labour could prejudice Canadian workers."

*This organization has its headquarters in Paris. It works closely with the International Confederation of Christian Unions. It claims a membership of 35,000.

Suggests Canada and U.S. Co-operate on Manpower

An American university president who is serving as chairman of a United States Government manpower policy committee has told a Canadian audience that there may be a time in the future when it will be advisable for Canada and the United States at least to explore the possibility of helping each other solve manpower problems.

The statement was made by Dr. Arthur S. Flemming, President of Ohio Wesleyan university and Chairman of the U.S. Office of Defence Mobilization Manpower Policy Committee, in an address to the Canadian Club of Montreal.

"Canada and the United States have co-operated in other aspects of the defence mobilization program," Dr. Flemming said, "and I hope a similar development might take place in connection with manpower mobilization."

Dr. Flemming believes the democracies will have to undertake some kind of defence mobilization program for the next 10 or 20 years.

Seeks Federal Aid for U.S. Defence Jobless

Workers in the United States laid off because of dislocation in the economy during the national emergency will have their unemployment benefit increased 50 per cent if a bill introduced into the Senate is approved.

The bill, introduced by Senator Blair Moody of Michigan on January 23, would supplement state unemployment compensation with federal funds where defence unemployment has reached substantial proportions.

Under the American system, unemployment insurance is administered under state laws. Contributions collected by the states are deposited in a federal trust fund and withdrawn by the states to finance disbursements to the unemployed. Each state has its own account.

In explaining the need for the bill, Senator Moody told the Senate that in Michigan alone 175,000 workers have been laid off and that other states, particularly those in New England, are similarly hard hit. At current high price levels, he said, state jobless benefits, which average \$21 weekly, are "woefully inadequate".

Great care has been taken not to include provisions which could lead to charges of attempting to federalize the system, the

Senator explained. "The bill makes the federal payments contingent on the payments established by state law; it leaves administration entirely to the states; it changes no standards set by the states."

The bill would make federal payments in stipulated amounts available to those states where the Governor certifies to the Secretary of Labour the existence of "substantial unemployment" with no prospect of immediate re-employment. Although certification refers merely to "substantial unemployment" and not specifically to defence unemployment, the purpose of the bill appears to be to limit its provisions to instances where there is substantial unemployment due to "dislocations in the economy during the national emergency."

"Essential to Defence"

A large amount of such unemployment is among workers "whose skills are and will be essential to the defence efforts of the nation and its security," the bill declares. "Present benefits provided under state unemployment compensation laws are both inadequate and unfair to workers suffering such unemployment; . . . alleviation thereof is essential to defence mobilization and must be considered to be part of the cost of the defence program."

The federal supplementary payments proposed in the bill would be 50 per cent of the benefits payable under state law, but the total state and federal payment to an employee could not exceed 65 per cent of the employee's weekly wages. In the case of states which pay additional allowances for the support of dependents, the federal government would match the state payments dollar for dollar up to a maximum of 75 per cent of a worker's weekly wage.

The federal supplementary benefits would be discontinued as soon as the Governor's certificate was withdrawn following a finding that the state no longer had a substantial number of unemployed persons in one or more labour market areas.

Ontario Fills Vacancy on Labour Relations Board

A Toronto lawyer, George S. P. Ferguson, has been announced as management's nominee to fill the vacancy on the Ontario Labour Relations Board created by the resignation of E. Norris Davis.

The board comprises two nominees of management, two of labour and a chairman appointed by the provincial Government.

Assured Annual Wage Gained by CIO Union

A plan whereby an employee is assured of 1,900 hours' work in a year has been established by a contract between the United Packinghouse Workers and the Revere Sugar Company, Boston.

Under the terms of the contract, any employee "in continuous employment for a year" is guaranteed 1,900 hours' work between October 1, 1951, and October 1, 1952. Paid vacations and holidays are included in the 1,900 hour minimum and reduce the actual number of hours assured to about 1,700. If an employee refuses work assigned him, the time lost is counted against his guaranteed minimum. Similarly, time lost due to disciplinary layoffs, labour disputes and unexcused absences is counted.

The Revere Company insisted in the contract that it be released from its obligations when government controls on supplies reduce its operations by 25 per cent or more and when production is curtailed due to accidents or natural causes.

The CIO has stated that the plan is "by no means ideal and can and will be improved upon."

Another CIO union, the United Steelworkers of America, has included a guaranteed annual wage in its demands presented before a six-man panel of the Wage Stabilization Board created at the direction of President Truman to forestall a steel strike. The USW is asking that the steel industry guarantee to workers with a minimum of three years' experience a total of 30 hours' pay a week for 52 weeks a year. The payment would amount to about three-fourths of what a steelworker could expect to earn if he worked for a year without lay-offs.

Progress Reported in Forced Labour Inquiry

Progress has been reported by the UN-ILO *ad hoc* committee making an inquiry into forced labour. At its first meeting at Geneva in October, 1951, the committee examined its terms of reference (L.G., Jan., 1952, p. 16) and reached agreement on procedure.

Its first task, as the committee saw it, is to study all existing laws and regulations and ordinary administrative practices regarding forced labour. Accordingly, a questionnaire has been drawn up, for transmission to all governments, whether or not they are members of the United Nations or the ILO.

Non-governmental organizations having consultative status with the Economic and Social Council or the International Labour Organization will also be invited to submit documentary material and information and to send representatives to hearings for the purpose of evaluating and checking the authenticity of material presented. A similar opportunity will be allowed other organizations and individuals who might wish to submit documentary material and to be heard. Measures will be taken, where necessary, to guard against divergence of their identity.

The committee proposes to hold its second session at the United Nations headquarters, New York, late in May this year, when replies of governments to the questionnaire will be examined and representatives of non-governmental organizations heard and questioned.

Prince Edward Island Union 50 Years Old

The Labourers' Protective Union—only independent union in Prince Edward Island certified by the federal Department of Labour—marked its 50th anniversary last month.

The union was organized to act as bargaining agent for waterfront workmen. The organizational meeting was held secretly in a stable, with a man posted outside as a lookout.

At one time the LPU was affiliated with the American Federation of Labour but withdrew for financial reasons because of a small membership.

Pay Rates Reduced for U.S. Hosiery Workers

Twenty thousand hosiery workers in the northern United States will receive wage cuts ranging up to 25 per cent under a decision handed down by a special three-man arbitration panel.

The tribunal said the decision was taken "in a determined effort to keep 29 major hosiery mills from going out of business and to safeguard the jobs of thousands of hosiery workers." It attributed the plight of the mills to competition from non-union mills paying lower wages.

The tribunal was called into session under a re-opening provision in the contract in force between the American Federation of Hosiery Workers (AFL) and the Full Fashioned Hosiery Manufacturers of America.

Asks Federal Authority To Close Unsafe Mines

The United States Congress has been asked to give the Secretary of Interior authority to shut down dangerous mines and bring criminal charges against mine owners who ignore safety regulations. Interior Secretary Oscar Chapman said that 93,000 Americans have lost their lives in the United States mines during the past 50 years.

"We cannot presume," he told Congress, "that all of these accidents could have been prevented, but I am convinced that with the application of the scientific knowledge we now have we can sharply reduce fatal accidents in the coal mines of this country."

Mr. Chapman said that with authority to enforce its directives, the Government could have prevented the West Frankfort, Ill., disaster in which 119 miners died in an explosion last December 21.

John L. Lewis, President of the United Mine Workers of America, has long sought compulsory federal safety regulations.

Economy Menaced When Many Unorganized: Tobin

Nearly 45 per cent of the wage-earners of the United States—20 million workers—failed to keep pace with the 10.1 per cent rise in the cost of living between January, 1950, and June, 1951, according to Maurice J. Tobin, U.S. Secretary of Labour.

This statement appeared in a message by Mr. Tobin appearing in the December issue of the *Labour Information Bulletin*, a monthly publication of the U.S. Department of Labour.

"It was largely the unorganized who failed to keep pace," he continued. "Trade unions provide machinery by which the wages of their members can be adjusted to meet economic changes like a rise in prices. And the absence of this machinery . . . for so many millions of Americans constitutes a long-range menace for the American economy."

1 Union Approves Ruling By N.S. Labour Board

A Halifax union has given wholehearted approval to the recent decision of the Nova Scotia Labour Relations Board to refuse certification to five union groups on grounds that they were communist-led.

Halifax Local 83, United Brotherhood of Carpenters and Joiners of America, approved the action of the Board after

hearing a statement from International Representative J. H. Dwyer, a member of the board.

The Nova Scotia Labour Relations Board refused certification of the Maritime Shipping Federation, December 10, 1951, on the grounds that the secretary of the union, J. K. Bell, was a communist. The board ruled that the union's chief administrative executive and principal organizer "is a member of the communist party (self-styled in Canada, the Labour Progressive party)". It stated that "to certify as bargaining agent a union, while its dominant leadership and direction is provided by a member of the communist party, would be incompatible with promotion of good faith collective bargaining and would confer legal powers to affect the vital interests of employees and employers who would inevitably use those powers primarily to advance communist aims rather than for the benefit of the employees."

Inflation Said Diluting U.S. Pension Benefits

More persons than ever before are covered by retirement programs in the United States, according to J. E. McMahon, writing in the *New York Times*. But inflation is diluting the benefits.

More than 65 million workers have a stake in pensions under government and private plans. There were 62 million persons on the Federal Social Security old-age and survivor insurance rolls on December 31, 1951. Another five million self-employed persons will be added this year for the first time. Private pension plans covered 10 million persons last year.

In many cases, however, pensions have not been increased enough to offset the rise in living costs. The last 10 years have been a period in which pension plans in the United States reached the greatest growth. During the same period, the cost of living has almost doubled.

A new increase in Social Security benefits is proposed. This will likely improve the unfavourable relation of living costs to pension payments.

63rd TLC Council Formed

A newly-organized trades and labour council in the Barrie-Orillia district of Ontario is the 63rd active TLC council throughout Canada.

The new council has adopted the name, Simcoe County Trades and Labour Council. H. J. Cleare is president of the group.

Americans in 1951 Made, Spent More Than Ever

In 1951, the American people worked more, produced more, earned more, owned more, spent more, and added more to industrial plant than ever before, according to an announcement by Maurice J. Tobin, U.S. Secretary of Labour. He added that most of these records are likely to be broken in 1952.

Mr. Tobin made the statement in a year-end report. Excerpts from the statement follow:—

The Consumers' Price Index, which was rising at the rate of one per cent a month in 1950, rose only three per cent from February to December, 1951.

Consumers saved \$8 in every hundred in 1951 as against \$5 out of every hundred in 1950.

Total output of goods and services was nearly 10 per cent higher in quantity in 1951 than in the preceding year and at least five per cent higher than in 1944, the previous all-time peak.

Employment reached an all-time high of 62.6 million in August, with unemployment down to 1.6 million. Average employment for the year was a million above 1950 and average unemployment was 40 per cent less.

Although Americans earned more in dollars and cents, their real earnings—in terms of purchasing power—were only slightly, if at all, higher than in 1950.

Says U.S. Labour Force Needs Great Expansion

An expansion of an estimated 3½ million workers in the United States labour force will be necessary in the next two years, according to Maurice J. Tobin, U.S. Secretary of Labour. The figure is a feasible goal, Mr. Tobin said.

To meet the additional demand, it may be necessary in 1953 to recruit more than a million extra workers from reserve groups in the population, Mr. Tobin said. This would be over and above the gains that could be made by absorption of the then-unemployed and also beyond normal labour force growth.

Defence Jobs for Women Fail to Materialize in N.Y.

Although United States federal manpower authorities have called for 1,000,000 women not currently in the labour market to fill 1952 defence production commitments, the

need has been slow to develop in New York state, and only a handful of women have shown any inclination to return to work, a state-wide survey has disclosed.

The survey, conducted by the State Labour Department's Division of Placement and Unemployment Insurance, indicates that many women who planned to return to work have been discouraged by the failure of defence production to expand as anticipated. After an original flurry of interest in mid-1950, the number of women looking for jobs dropped off when the lack of employment opportunities became apparent.

Should current business expansion plans materialize, however, women will probably become the main source of available labour, the report states. Until then, only a minimum of female interest in job-hunting can be anticipated.

Results of the survey are published in the January issue of *Industrial Bulletin*, the monthly news magazine of the New York State Department of Labour.

U.S. Union Being Sued For Contract Violation

The United Packinghouse Workers of America (CIO) is being sued by Armour and Company for damages of \$2,756,600. Filing suit in a federal court in Omaha, Neb., the company charged the union with violation of its contract.

The company said it had suffered extensive losses in income because of intermittent stoppages culminating in a complete walkout in mid-January. The workers' action, it said, violated provisions of the Taft-Hartley Act.

Ralph Helstein, president of the union, denied it had violated the contract and said the union was planning a suit against the company for violating the Taft-Hartley law "by lockouts and intimidation in one form or another".

The company's suit relates that the union signed a collective agreement with the company August 12, 1950, which provided that there "shall be no strikes, stoppages, slowdowns, suspension of work or boycotts" by the union unless the stipulated grievance procedure were first followed. The union ignored the grievance procedure, the company asserted.

The UPW began a series of "skip" walkouts against Armour and three other Omaha packers in December, 1951, in protest against the way contract negotiations were going. The strike in mid-January followed.

Fact-Finders Report On N.Y. Port Strike

The appointment of a permanent arbiter to deal with labour disputes between the longshoremen and shipping companies in the Port of New York was recommended in a report issued by a fact-finding panel established to investigate the recent walk-out of waterfront workers. The fact-finding panel, headed by Prof. Martin P. Catherwood of Cornell University, was appointed by New York's Industrial Commissioner, Edward Corsi, as a result of the walkout of some 10,000 workers on the waterfront on October 15. The strike, which lasted 25 days, was begun by members of the International Longshoremen's Association (AFL) in protest against a contract that had been concluded by their union.

The disputed collective agreement was found to have been "validly" ratified by union members despite the evidence of fraud in the balloting. The panel stated that the irregularities were not sufficient to have changed the result of the ratification. It further noted that the strike "was not communist-inspired" and that both the union and the strike committee were "singularly free" from communist influence.

Several recommendations were made by the board as a means towards reducing industrial strife. It accused the employers of some complacency in a section dealing with employment conditions and hiring practices. The International Longshoremen's Association was urged to establish a fact-finding board of three public members who would examine the grievances of union members and component unions.

The committee's report also contained several recommendations for reforms within the association itself. These included minimum standards of acceptability with regard to the keeping of records, the auditing and accounting of funds, the holding of periodic membership meetings and regular elections of union officers. The report also advocated an overhaul of the balloting procedure on collective agreements in order that such votes would more honestly and accurately reflect the decision of a majority of the union members voting.

With respect to the choosing of delegates to the Wage Scale Conference of the Atlantic Coast District, the panel stated that such representatives should be elected at stated membership meetings of the union locals and that the individual union

member should be guaranteed the right to participate in the selection of these delegates. The panel members recommended that voting on the Port of New York collective agreement by the entire Atlantic Coast District be continued, at least with respect to wages, and added that an adverse vote in the Port of New York should constitute a veto on the ratification of an agreement.

The panel asked that there be no retaliation or discrimination against any union member or officials by the International Longshoremen's Association or by the New York Shipping Association for having participated in the strike.

It was noted that the appointment of a permanent arbiter for the New York waterfront would replace, to some extent, the practice of appointing an arbiter for each particular dispute. The permanent referee would become, in effect, a court of appeal for individual union members and employers who felt that their own spokesmen had failed in settling a particular dispute.

The arbiter would be selected by the ILA and the New York Shipping Association and would have jurisdiction not only of disputes between parties to the contract but also of the grievance of individual union members and shipping companies arising out of the contract. The arbiter would also be the chairman and public member of the ILA pension and welfare funds now jointly administered by both parties.

In one of its final recommendations, the panel urged that the Industrial Commissioner, Mr. Corsi, meet with the representatives of the parties immediately affected "at a very early date and from time to time as is necessary" to assist in putting the board's recommendations into effect.

Retired Autoworkers Form Organization

Automotive industry pensioners in the Detroit area have organized. The new organization is called the Retired Autoworkers Organization.

"Preliminary" objectives of the group are: (1) an increase in company pensions and social security, preferably with escalator provisions to keep payments in line with the cost of living; (2) continuance of coverage of life, hospital, health insurance and other welfare provisions for retired employees; (3) voluntary retirement; and (4) transferability of pension credits from one plant to another.

U.S. Honours Labour Man For Apprenticeship Aid

In appreciation of his 17 years of service as labour member of the United States Federal Committee on Apprenticeship, John P. Frey, President Emeritus of the AFL Metal Trades Department, has been presented with an illuminated scroll. Secretary of Labour Maurice J. Tobin made the presentation.

The Federal Committee on Apprenticeship is the national joint labour-management body which recommends policy to the U.S. Department of Labour's Bureau of Apprenticeship.

Mr. Frey was appointed as the first labour member of the committee in 1935. The original committee, appointed in 1934, was made up exclusively of representatives of government agencies. It was largely at Mr. Frey's insistence that the committee was expanded to include representatives of labour and management.

21 Million in U.K. Insured Against Industrial Injury

Approximately 21 million British workers were insured in 1949 under Britain's National Insurance (Industrial Injuries) Act, 1946, according to the government actuary's first report on the Act, recently published by H.M. Stationery Office. About 720,000 awards were made that year.

The report is an interim one and covers the first 21 months' operation of the Act following its introduction in July, 1948. A comprehensive review, reporting on the Industrial Injuries Fund and the adequacy or otherwise of the contributions payable under the Act, is not due until 1954.

The Act is described as the culminating link in a chain of protective legislation, stretching from what was known as "workmen's compensation" to a system of full industrial injury insurance. It provides for the payment of injury benefit during incapacity for work up to 26 weeks, after which, if incapacity continues, disablement benefit becomes payable. The long-term disablement benefit is related to the degree of disablement caused by the industrial accident or disease and not to loss of earning power.

Contribution at an equal rate is compulsory for all employers and employees but benefit does not depend on contribution record.

In 1949, it is estimated that around 13½ million men and 7 million women were

insured under the act. Approximately 720,000 awards were made, 90 per cent of which related to men.

The rate of injury did not vary markedly with age, although for men it tended to decline as age advanced. Duration of incapacity varied from a few days to the full 26 weeks but was mostly quite short; 40 per cent of the payments were for periods not exceeding 12 working days.

While the proportion of injury benefit awards due to industrial disease, as distinct from accident, is shown to have been around five per cent, this percentage does not give a true picture of the relative incidence of industrial disease and accidents.

The government actuary predicts that unless there should be a sudden large increase in the numbers employed in industries where the accident risk is relatively heavy, expenditure on injury benefit alone is not likely to vary greatly for a few years from an annual average of about £9,000,000.

ITU's 100th Birthday Celebrated This Year

The International Typographical Union this year celebrates its 100th birthday.

It began May 5, 1852, as the National Typographical Union, after three years of organization. At its initial convention, journeymen printers from 14 cities in the United States were present.

It became the International Typographical Union in 1869, at which time it had 120 chartered local unions and more than 7,500 members. Today the ITU has more than 1,000 locals, 50 of them in Canada. Canadian membership in 1951 numbered 5,634.

In Canada, the ITU is affiliated with the Trades and Labour Congress of Canada.

Employment in Britain At High Level in 1951

Employment was maintained in Britain at a high level throughout 1951; the number of persons registered as unemployed at the end of the year represented no more than 1½ per cent of the total number of employed.

Married Women Predominate

For the first time in the history of the United States, the number of married women who are employed exceeds the number of single women. About two million women in paid employment have children under school age.

CIO Asks Minimum Wage of \$1.25, up from 75c.

The CIO, in a series of recommendations ranging from rent control to social security, has urged President Truman to increase the national minimum wage rate from 75 cents to \$1.25 an hour.

The program of domestic legislation was outlined by Emil Rieve, Administrative Chairman of the CIO's Committee on Economic Policy. The recommendations were based largely on the legislative policy advocated by the CIO national convention last November.

Mr. Rieve urged President Truman to ask Congress to amend the Fair Labour Standards Act to increase the hourly minimum pay by 50 cents. He said the present minimum rate is inadequate, and pointed to the "increasing distress among low-set-income families, as reported by a number of government agencies."

In addition to raising the minimum wage, the CIO would amend the Wage-Hour Act further to (1) extend its coverage; (2) "strengthen" its overtime provisions; and (3) remove "discriminatory exemptions."

On Farms, Too

Although suggesting no figure, the CIO also urged that a minimum wage be established for employees working on farms and in establishments processing agricultural products. Employees engaged in agriculture and in a number of operations involved in the handling and processing of agricultural products are now exempt from the Wage-Hour Act.

The recommendations made by the CIO for a wage and salary stabilization policy were closely tied to those relating to price control. "If we get a successful and adequate price control program, of course," the CIO memorandum states, "developing wage policies would be stabilized." Continuing, the memorandum notes that it is "obvious" that the wage policy must permit wages to reflect increases in the cost of living, but such a policy would be academic, it adds, if the rise in the cost of living should be held in check.

The CIO also had something to say about broadening the current wage policy to cover raises for such items as productivity and removal of substandards. It states:—

"In addition, however, technological developments and extensive investments by American industry result in continued improvement in our productivity. It is

wise and sound national policy for these increases in productivity to be shared by the three major segments of our economy, that is, the corporation, the worker, and the consumer."

Finland Takes Steps to Halt Inflation

In what is described as an "inflationary anti-inflation program", Finland's coalition government is attempting to curb inflation by reducing taxes, abolishing food subsidies and lowering bank interest rates, a Reuters despatch to the *New York Times* reports.

Finland's cost-of-living index has been rising steadily and is reported to have reached a point more than ten times as high as before World War II.

"Instead of increasing taxes to mop up surplus money bidding for too few goods as other countries have done," says the despatch, "Finland is reducing them."

"Instead of increasing food subsidies to keep prices down, the Finns are abolishing them, confident that food will nevertheless become no more expensive."

"Where other inflation-stricken countries increase bank interest rates to encourage saving and check spending, the Finns have lowered theirs."

Starting in November, wages have been tied to a new cost-of-living index so that they increase only as prices rise. Wages paid during the economic truce are taken as basic. The basic cost-of-living figure is calculated from current prices; it does not include direct taxes and children's allowances.

The plan was criticized on the ground that while the basic wages are those paid during the truce, the index is based on current prices, which in many cases are higher than those obtaining during that period. This, it was contended, was tantamount to a cut in real wages. To compensate for this, the government has not only reduced taxes but, in addition, has lowered the maximum prices that shops and dealers will be allowed to charge for certain essential goods. Rents have also been frozen and children's allowances increased. In this way the government hopes that wage-earners will gain more than they lose.

The experiment, officially described as a stabilization plan, has been worked out by agreement between the Agrarian-Socialist Democratic coalition government and the labour organizations after six months' deliberation.

Annual Conventions Held by Ontario Federations

Ontario Federation of Labour (CCL)

Demands for amendments to the province's Workmen's Compensation and Labour Relations Acts were voiced by the Ontario Federation of Labour (CCL) at its annual convention in Hamilton, February 1 and 2.

The Federation also recommended a public works program, the placing of defence orders in industries operating on a reduced work week, the removal of credit restrictions, and an increase "of at least 50 per cent" in unemployment insurance benefits.

Criticism was levelled at Canada's immigration policies. The convention carried a resolution favouring "planned immigration which will be carried out with consideration given to the employment and housing situation here at all times".

Just over 300 delegates representing an estimated 200,000 Ontario workers were seated.

In its annual presentation to the Ontario Cabinet, the Federation intends to request the implementation of the entire report on the Workmen's Compensation Act prepared by Mr. Justice Roach. Several other resolutions demanded amendments to the Act. An upward revision in compensation payments was one of the group's requests.

In his report, Mr. Justice Roach recommended equal participation of labour and management in accident prevention work. Implementation of this part of the report was especially demanded by the convention.

Major amendment to the Ontario Labour Relations Act requested by the Federation would provide for the granting of certification on a simple majority of those voting in representation elections. At present, certification requires a majority of all employees in the bargaining unit.

Opposition to any form of compulsory arbitration was strongly expressed. In a unanimous resolution, the Ontario labour body termed compulsory arbitration "unworkable, undemocratic and a dangerous threat to the institution of free collective bargaining".

Ontario labour legislation, because it "blocks conciliation until the agreement runs out," makes it impractical to enter into long-term contracts, said George Burt, Federation President.

"The long delay" in the writing of their reports by conciliation boards was also criticized by the convention.

Ontario Provincial Federation of the Trades and Labour Con- gress of Canada

A series of changes in Ontario labour law to speed up conciliation proceedings were recommended by the sixth annual convention of the Ontario Provincial Federation of the Trades and Labour Congress of Canada, held in Hamilton, Ont., in January.

Convention delegates, representing some 200,000 Ontario trade unionists, also outlawed communism in the Federation, called for a provincial hospital insurance plan and a low-rental housing scheme, and expressed criticism of present immigration policies.

Voicing disapproval of the "slow-moving and cumbersome" machinery established by the Ontario Labour Relations Act, the Federation asked that the law be changed to allow a union freedom to strike 90 days after notice has been given to bargain and criticized the long delays which resulted from having to wait seven days after a conciliation board reports before a strike is legal. Some unions have had to wait six months for a report, the delegates asserted.

On the same subject, the Federation asked that the provincial Department of Labour be permitted to increase its staff of experienced conciliation officers so that disputes could be settled more rapidly. Another motion asked that the minimum period before a request for conciliation can be made be reduced from 50 to 30 days.

The Federation wants certification granted when a majority of the employees voting in a representation election vote in favour of the union, not when a majority of the workers entitled to vote, as the law now demands.

In addition, the convention asked that employers be prohibited from requesting decertification of a union and that they be compelled to institute the check-off when requested to do so by a majority of the employees.

Communism was outlawed in the Federation by a motion stating that "no organization, officered or controlled by communists or members of the Labour-Progressive party, or person espousing communism or advocating the violent overthrow of our institutions shall be allowed representation on or recognition by this Federation."

An Ontario Insurance Act which would provide for hospitalization; medical, dental,

Condemning Canada's present immigration policies, Mr. Burt said: "We welcome immigrants but we don't agree to the policy which dumps thousands of immigrants into Canada while Canadians remain unemployed."

The convention also:

Described the decision of Mr. Justice Gale decertifying the American Newspaper Guild as bargaining agent for editorial employees of the *Toronto Globe and Mail* as a "real setback for labour".

Expressed support for the amendments to the Annuities Act introduced at the last session of Parliament.

Requested that hospital insurance premiums be exempt from income tax.

Asked for enactment of a law providing for two weeks' vacation with pay after one year's service and for amendment of the Hours of Work and Vacations with Pay Act to provide for a 40-hour week.

Pledged support for Local 1000, Department Store Employees' Union, in its campaign to win certification as bargaining agent for the staff of the T. Eaton Company, Toronto.

Expressed opposition to the recent refusal of the Nova Scotia Labour Relations Board to grant certification to the Marine and Boiler Workers' Union.

Re-affirmed its support of the CCF as the political party devoted to the interests of workers.

surgical and optical care; and financial assistance during periods of sickness and convalescence was requested by the Federation.

One motion requested that a provincial-wide, low-rental housing scheme be instituted. Under the plan proposed by the Federation, priority would be given to home building and homes at low rentals would be subsidized.

Criticizing immigration policies now in effect, the labour organization asked that immigration be put on a "planned and constructive basis".

Delegates approved in principle a resolution calling for a 30-hour, five-day week but suggested that the 40-hour week be first established firmly in all trades.

The convention decided to shorten the organization's name to the Ontario Provincial Federation of Labour.

Election results were as follows: President, A. F. McArthur; Vice-Presidents, W. Godfrey, K. C. Dodds and W. Boothroyd; Secretary-Treasurer, H. J. Sedgwick.

Voted to hold next year's convention in Windsor, Ont.

George Burt, Canadian Director of the United Auto Workers (CIO-CCL), was re-elected president by acclamation. Sam Hughes and Louis Palermo were named vice-presidents. Cleve Kidd was re-elected secretary-treasurer.

(Concluded from page 252)

This year, the most notable labour-management dispute has been at the Ford Motor Company in Windsor, Ontario. The dispute which began last year and culminated in the bargaining of a new agreement, was accompanied by a strike lasting two days. A new agreement has now been signed giving the workers a wage increase ranging upwards from 15 cents and two productivity increases of three cents each are scheduled during the two-year term of the agreement. In addition to this, certain changes in working conditions have been made including the provision of time and one-half for all work on Saturdays.

A new development has taken place in the United Steel Workers of America in preparation for their negotiations with the three companies in the basic steel industry. Within the union, a committee representing the workers of the three companies has been set up to bargain with each of the managements on a uniform basis. Union demands include a wage increase sufficient to bring the wage rates to the level of those in the United States steel industry and the provision of guaranteed annual earnings.

Wage Changes During 1951 In Collective Agreements*

Two-thirds of 1,600 collective agreements surveyed by the Department of Labour provided for wage boosts during 1951 of 10 cents an hour or more. Close to half a million workers covered by contracts studied

Wage rate increases of ten cents an hour or more are set forth in more than two-thirds of 1,601 collective agreements received in the Department of Labour during 1951 and examined as part of a continuing study of clauses in agreements. The contracts studied amount to approximately one-third the total number in effect throughout the country of which the department has record. All negotiated during the year 1951, they cover close to half a million workers, or approximately two-fifths of the total number of workers under agreement in Canada.

In addition to the 1,601 agreements included in the study, another 542 agreements were received in the Department of Labour and examined, but not included in

the analysis, since they are either new agreements or contain new wage scales which cannot be readily compared with previous rates (Table I). Fewer agreements were analysed for the latter months of the year than for the earlier months, since many of the agreements which became effective towards the end of the year had not been forwarded to the department at the time the study was made.

Many of the workers covered in the survey received wage increases additional to those noted in this article. Of the 1,601 agreements analysed, 342 contain escalator clauses, providing automatic wage increases to compensate for rises in the cost of living. Almost 130,000 of the workers were covered by such clauses.

Table I—Number of Agreements Examined and Workers Covered

	Number of Agreements	Number of Workers
Total agreements examined.....	2,143	522,350
Less agreements available to the department for the first time or newly bargained agreements	372	26,600
New wage scale not comparable with previous wage information	170	43,400
	542	70,000
Agreements included in the present survey	1,601	452,350

The 1,601 contracts analysed in this study, while making up about one-third of those in effect throughout Canadian industry during 1951, include a higher proportion of those in effect in some industries than in others, as is shown in Table II. The most complete coverage is in logging, where all but a single small agreement are included. The smallest representations are from public utilities and from trade, finance and services, but in the former industry two-thirds of the workers under agreement are represented. Of the remaining industries, only construc-

tion varies from the average representation of approximately one-third of the agreements and two-fifths of the workers under collective bargaining contracts in the industry.

*The articles dealing with wage changes as shown in agreements which have appeared in issues of the *LABOUR GAZETTE* over the past year (L.G., 1951, pp. 832, 1111, 1664) have analysed the extent of wage increases appearing in agreements according to the period within which they reached the Department. In contrast, the present study deals with wage changes according to the time of year they became effective.

Table II—Distribution of Agreements Analysed by Industry

	Agreements		Workers Covered	
	Number	Per Cent of Total in Industry	Number	Per Cent of Total under Agreement in Industry
Logging	8	90	42,200	94
Mining	39	35	35,800	63
Manufacturing	863	34	228,800	40
Construction	157	54	32,500	63
Transportation & Communication	242	31	67,400	24
Public Utilities	32	30	16,750	69
Trade, Finance & Services.....	260	27	28,900	27
Total	1,601	34	452,350	40

Trend of Wage Increases During Year.

—As Table III shows, the largest group of workers, over one-third of the total, received increases during the year of 15 cents an hour or more. The average size of the increases did not remain constant, however, throughout the year. During the early months, increases of between 5 and 14.9 cents per hour were more common, while in the second and third quarters, the trend was towards larger amounts. In the latter part of the third quarter, and during the fourth quarter, the trend appears to have swung again towards smaller wage rises, the preponderance during this period being "between 10 and 14.9 cents. Since

the receipt of collective agreements for the last quarter of the year is not complete, the information, particularly for the months of November and December, is not as reliable as that for earlier months. The fact that bargaining during the fourth quarter was mostly with relatively small establishments, however, together with the tendency during the earlier part of the year for such establishments to give smaller wage increases, suggests that the tendency towards a predominance of increases at the lower amounts during the final quarter of the year may be substantiated when the remaining agreements are received by the department.

Table III—Distribution of Agreements Analysed by Category of Wage Increase

	Number of Agreements		Number of Workers	
	Number	Per Cent of Total	Number	Per Cent of Total
No change	37	2.3	6,800	1.5
Less than 5 cents.....	55	3.4	12,300	2.7
5 - 9.9 cents	424	26.5	126,900	28.0
10 - 14.9 cents	541	33.8	146,450	32.4
15 cents +	544	34.0	159,900	35.3
Total	1,601	100.0	452,350	100.0

Escalator Clauses.—As indicated earlier in this article many of the agreements providing wage increases also contain escalator clauses, under which workers obtain additional increases to compensate for rises in the cost-of-living index. The amount of such increases would depend on the type of escalator scheme in effect in a particular firm.¹ It would also

depend on the date of introduction of the bonus scheme, since many of these schemes came into operation only after some months of 1951 had already gone by.

In comparing provisions for wage increases with provisions for escalator adjustments, as in Table IV, it was found that a higher proportion of escalator clauses occurred in those agreements which provided smaller wage increases.

¹For a discussion of cost-of-living clauses, see L.G., Dec., 1951, p. 1633.

TABLE V.—WAGE CHANGES IN 1,601 COLLECTIVE AGREEMENTS NEGOTIATED DURING 1951, BY INDUSTRY

	Total			Logging		Mining		Manufacturing		Construction		Transportation Communication		Public Utilities		Trade, Finance Service		
	Agreements		Employees	Agts.	Emp.	Agts.	Emp.	Agts.	Emp.	Agts.	Emp.	Agts.	Emp.	Agts.	Emp.	Agts.	Emp.	
	No.	%																
1951 grand total	1,601	100	452,390															
Less than 5 cents.....	55	3	12,328	3	8	35,790	2	863	228,829	157	32,539	242	67,407	32	16,757	260	28,871	
5-9-9 cents.....	27	2	126,882	28	2	7,822	2	25	8,116	2	556	6	274			20	2,600	
10-14-9 cents.....	424	27	146,459	32	4	9,084	7	237	56,371	6	1,668	84	30,066	10	13,354	78	9,188	
15 cents and over.....	541	34	159,891	35	2	13,546	16	302	78,690	38	5,956	73	19,051	8	1,497	100	9,055	
No change.....	37	2	6,830	2	2	21,500	14	7,260	81,034	110	24,109	69	17,208	14	1,906	49	6,874	
								13	4,618	1	250	10	808			13	1,154	
First quarter total	596	100	146,658															
Less than 5 cents.....	28	5	3,511	3	3	13,321	21	22,936	65,176	18	1,558	105	22,568	23	3,090	138	18,009	
5-9-9 cents.....	215	36	45,488	31			3	11	1,404			2	101			15	2,006	
10-14-9 cents.....	243	41	75,088	51	3	13,321	10	8,699	115	23,222		41	5,320	5	1,825	51	6,422	
15 cents and over.....	110	18	22,571	15	8	5,498	8	46	9,852	10	661	48	15,304	6	668	50	6,699	
										8	897	14	1,843	12	599	22	3,882	
Second quarter total	653	100	198,412															
Less than 5 cents.....	17	3	4,126	2	3	7,376	11	11,328	383	103,356	105	22,646	70	33,248	8	13,313	73	7,145
5-9-9 cents.....	130	20	60,490	31	2	7,151	2	7	2,126	2	556	3	153			4	555	
10-14-9 cents.....	208	32	50,481	25	1	225	4	9,461	120	28,880	24	1,668	22	22,963	5	11,520	14	1,827
15 cents and over.....	298	45	83,315	42	4	1,012	4	177	57,113	73	15,396	25	6,552	2	861	37	2,566	
														1	953	18	2,261	
Third quarter total	254	100	88,785															
Less than 5 cents.....	7	3	4,208	5	2	21,500	6	1,417	445	46,616	32	8,065	47	9,262	1	354	21	1,571
5-9-9 cents.....	62	24	18,520	21			1	42	4	4,103			1	20		1	43	
10-14-9 cents.....	65	26	17,326	19			2	464	49	15,826	4	269	16	1,125		11	905	
15 cents and over.....	120	47	48,731	55	2	21,500	1	641	59	10,467	28	7,796	25	7,922	1	354	5	572
																4	51	
Fourth quarter total	61	100	11,705															
Less than 5 cents.....	3	5	483	4			1	109	34	9,063	1	20	10	1,521		15	992	
5-9-9 cents.....	17	28	2,884	20				10	483									
10-14-9 cents.....	25	41	3,564	31				17	3,286				5	658		34	34	
15 cents and over.....	16	26	5,274	45			1	109	4	3,602	1	20	5	863		2	278	
																5	680	

Table IV—Escalator Clauses in Agreements Analysed

Agreements Analysed

Workers Covered

	Number	Number Containing Escalator Clauses	Percentage Containing Escalator Clauses	Number	Number Covered by Escalator Clauses	Percentage Covered by Escalator Clauses
No change	37	15	40.5	6,800	3,390	49.9
Less than 5 cents....	55	16	29.1	12,300	4,559	37.1
5 - 9.9 cents	424	89	21.0	126,900	27,709	21.8
10 - 14.9 cents	541	112	20.7	146,450	52,730	36.0
15 cents +	544	100	18.4	159,900	31,853	19.9
Total	1,601	332	20.7	452,350	120,241	26.6

Individual Industries.—Manufacturing settlements comprise over half the wage increases examined. The general trend of increases in this largest of the industry groups approximated closely that outlined above for the survey as a whole. Various other industries, however, exerted strong influences on the general trend. For example, increases in the construction industry were most often in the “15-cents-and-over” group throughout the year. On the other hand, public utilities showed no consistent trend during the year; but over half the workers receiving increases in this group obtained between 5 and 9.9 cents during the month of April, as a result of two large negotiations in British Columbia and Ontario. This exerted a downward influence on the total settlements for that month.

The mining industry exerted an influence on the general trend during the months of February and June, when three-quarters

of the settlements indicated in the industry took place. While the February figures reinforced the general trend, the June increases in this industry were predominantly between 10 and 14.9 cents, with a consequent downward pull on the average. Similarly, transportation and communication figured largely in the total of wage increases during June, when a third of the bargaining in the industry took place. These were almost all between 5 and 9.9 cents and comprised over 80 per cent of such increases given during the month.

Trade, finance, and insurance agreements were largely concentrated in the month of January. Half of the 5-to-9.9-cent increases and one-third of the 10-to-14.9-cent increases in this industry were bargained at this time.

In logging, almost all the settlements took place in January and September. In the former month, the increases were between 10 and 14.9 cents; in September, in the 15-cents-and-over category.

Vocational Training Advisory Council Holds 17th Semi-Annual Conference

Apprentice training is major topic of discussion. Deputy Minister of Labour states question giving him some concern, says he would like to see an increase to 50 thousand in the number of apprentices training

Apprentice training ranked high in importance in the discussions of the Vocational Training Advisory Council at its 17th semi-annual meeting in Ottawa on January 15-17. Expansion of the apprentice training program as a means of relieving the skilled labour shortage was recommended by the council.

Dr. A. MacNamara, Deputy Minister of Labour, in a welcoming address, told the

members that the question of apprenticeship had been giving him some concern, and asked that it be given serious thought. He would like, he said, to see the number of apprentices in training increased from the present estimate of 30,000 to 50,000.

The Vocational Training Advisory Council is composed of representatives of employers, labour, war veterans, women's organizations and educationists, whose function it

is to assist the federal Minister of Labour in formulating policy and administrative procedure in the promotion of vocational training in Canada.

The three-day meeting, under the chairmanship of Dr. G. Fred McNally, Chancellor of the University of Alberta, was attended by representatives from all ten provinces.

Tribute to the Late Director

The chairman referred to the loss sustained by the Canadian Vocational Training Branch and the Advisory Council through the death of the Director of Training, Robert Fleming Thompson. Mr. Thompson, he said, had been working in the field of vocational education since 1937. Previously he had distinguished himself in World War I, had done missionary service in Western Canada, and had been a social service and personnel worker. Through it all he developed a keen interest in youth and its problems, working continually for the betterment of working conditions for young people. His contribution towards the development of vocational education on a sound basis had been far-reaching, but his greatest contribution, Dr. McNally stated, had been in demonstrating that it is possible for federal and provincial authorities to work together on joint projects with confidence and understanding.

The members were asked to stand and observe a one-minute silence in tribute to the memory of Mr. Thompson.

A resolution expressing sympathy, to be forwarded to Mrs. Thompson and family, was passed by the council.

The chairman said it was a genuine pleasure when it was learned that Arthur W. Crawford had been selected to carry on the work so ably done by Mr. Thompson.

Statement by Acting Director

To attempt to follow in the steps of the late director was a difficult task, Mr. Crawford said, and he would need guidance and direction from the council. The meeting had been called earlier than usual, he said, for the purpose of reviewing policy and advising him concerning the various problems.

The ten-year program of capital assistance to vocational schools is nearly over Mr. Crawford said. This fact raises a question for the future—should we try to develop new phases of Canadian vocational training, or should we continue along exactly the same lines?

Mr. Crawford then outlined what he termed five levels or stages of vocational education:—

First—the basic, covering elementary and intermediate schools, some of which offer courses in industrial arts, but which could not be considered as vocational training;

Second—pre-vocational, consisting of courses of a general or exploratory nature, but not providing specialized training in specific trades;

Third—pre-employment vocational training, such as is offered in the senior years of vocational schools, in trade schools and technical institutes;

Fourth—supplementary training, which supplements training given on the job, and includes all forms of part-time and short-term classes, correspondence courses and vestibule schools;

Fifth—upgrading, consisting of the type of training needed by a worker to prepare him for promotion or advancement to the position of foreman or superintendent.

The secondary schools do not attempt to cover the last two stages, he said, and the council's guidance was needed as to the method of dealing with this problem.

Referring to apprentice training, he said the deputy minister had requested that special emphasis be given to the development of apprenticeship programs, and he asked for the council's guidance in this problem. The National Advisory Council on Manpower, Mr. Crawford said, was agreed that the shortage of skilled workers presented a serious problem in the Canadian manpower situation and pointed up the need for training in industry.

Turning then to supervisory training, Mr. Crawford said that in response to a letter sent by the minister to industrial firms, requesting their co-operation in the training of industrial workers, several had expressed an interest in a program to train supervisors. He asked council's guidance as to how the Training Branch might assist in the development of training in this field.

Minister Welcomes Members

The Hon. Milton F. Gregg, Minister of Labour, in a brief address of welcome, expressed appreciation of the council's advice and help.

Referring to plans for the future, he assured the members that the Department of Labour and, he thought, the Government of Canada want to move forward in the field of apprenticeship and vocational training generally.

"We do not want in any way to impinge on the prerogatives of the provinces in the field of education," he added.

In a reference to the patches of unemployment prevailing in certain areas, the minister expressed the view that there appears to be a good chance of a high level of employment in the spring, with every likelihood of a shortage of skilled workers. He felt that some thought should be given to evolving a plan for the training of unemployed persons, so that when openings in skilled occupations turn up they will have the necessary training.

Mr. Gregg spoke of the newly-created National Advisory Committee for the Rehabilitation of the Physically Disabled. The work of this committee, he said, will be closely related to that of the Vocational Training Advisory Council and, in view of this, the chairman of the council has been appointed to the membership of the new committee.

Remarks of Deputy Minister

Dr. A. MacNamara, adding his welcome to that of the minister's, expressed gratitude for the keen interest taken by the members of the council in the problem of vocational training.

He had, he said, been giving the question of apprenticeship considerable thought, particularly the need for more apprentices. He did not think that the problem should be left entirely to employers and organized labour and recommended that the council look at the general situation with a view to increasing training facilities in Canada.

"I do not believe," he said, "that we have yet formulated any short methods of providing vocational training; the apprentice system is the best way to learn a trade."

Supervisor of Technical Training

C. R. Ford, Supervisor of Technical Training, reported that enrolments in vocational classes in the fiscal year 1950-51 totalled 204,099, an increase of 30 per cent over the preceding year's figure of 157,000. A breakdown of the figures showed enrolment as:—

	Day Classes	Evening Classes	Total
School Year			
1949-50 ..	66,000	91,000	157,000
School Year			
1950-51 ..	85,879	118,220	204,099
Increase ...	19,879	27,220	47,099
% Rate of			
Increase .	30	30	30

Twelve building projects were completed during the year—two in Alberta, five in Saskatchewan, one in Manitoba, and four in Quebec. Seven more are still under construction—three in Quebec, one in Saskatchewan, and three in Ontario.

The clause of the vocational schools' assistance agreement referring to grants for capital expenditure expires March 31, 1952, and, with the exception of two provinces, provincial expenditures must, therefore, have been made prior to that date to be eligible for federal reimbursement. Newfoundland projects must be completed by March 31, 1955, and three building projects in Ontario were given an extension of one year because of a shortage of steel.

Adequacy of present vocational facilities is being considered by the provinces, which report that further expansion is either planned or under consideration amounting to approximately:—

Province	Amount
Prince Edward Island.	\$ 500,000
Nova Scotia	1,250,000
New Brunswick	3,750,000
Quebec	7,000,000
Ontario	10,000,000
Saskatchewan	1,000,000
Alberta	1,500,000
British Columbia	1,450,000

Each province now claims the full amount of its annual allotment. It is of interest to note, Mr. Ford said, that the present federal annual allotment represents approximately 17 per cent of provincial annual operating expenditures.

The agreement requires that a redistribution of the annual allotment be made following the 1951 census. This, Mr. Ford said, will be done before the 1951-52 allotment becomes available.

Schedule "M" (Training of Handicapped).—The regulations governing the selection of trainees under Schedule "M" were changed in July to include unemployed persons over 16 years of age whose opportunities for gainful employment would be greatly improved by a course of training or whose degree of skill would be increased by such a course. Applicants now need not have been previously gainfully employed to be admitted to these classes.

Employment of Handicapped Persons.—Special consideration is being given to the training of handicapped persons in regular or specially-organized classes, or on the job with an employer. In each case, a competent medical authority must approve the course of training. At present,

special classes are in operation at St. John's, Newfoundland, and at Moncton, N.B. Five provinces report training to members of this group in regular classes, and to date, reports indicate that 110 persons have completed such training courses.

Schedule "K-1" (Service Tradesmen).

—Classes of service tradesmen are confined chiefly to the army, Mr. Ford stated. To November 30, 564 tradesmen were given training during the year—an increase of 110 over the previous year for the same period. English classes for French speaking recruits of the Air Force were held at Weston, Ont.

Schedule "K-2" (Defence Training).—

Schedule "K-2", a special schedule, was approved in July. Agreements were signed with six provinces providing for the training of workers in defence industries, with the federal Government paying 75 per cent of the cost and the province 25 per cent. Training has been approved in occupational fields in which there are existing or potential shortages of skilled workers, as follows: aircraft workers, draftsmen, machine tool makers and operators, foundry moulders, power chain saw operators, radio operators, welders, and stenographers for the Civil Service at Ottawa. Classes are operating in schools at Halifax, Moncton, Ottawa and Windsor, and one class in an industrial plant at Edmonton. Total enrolment to November 30 was 260.

Present indications, it was noted, are that there is no pool of unemployed from which to draw potential defence workers for training and a different pattern of training from that used in the last emergency period may have to be developed. Much of the training may have to be done in industry, on the job, or in vestibule or plant schools.

Youth Training.—Enrolments to November 30 in youth training classes, which are held mainly in rural areas, amounted to 1,457; this was an increase of 500 over the corresponding period in the previous year.

Apprenticeship.—At September 30, 1951, there were 10,631 apprentices registered in the designated trades in the seven provinces with which there is an agreement—a decrease of 220 since March 31 of the same year. In addition to the figure of 10,631, it is estimated that there are approximately 15,000 trainees designated as apprentices in the province of Quebec and 5,000 in private plans in industries in other parts of Canada, making an estimated total of 30,000.

Vocational Correspondence Courses.—

Vocational correspondence courses have

been completed in a number of subjects and others are in the process of preparation. Mr. Ford announced the publication of a booklet listing the vocational courses now available.

Vocational Schools Assistance

The chairman referred to the federal appropriation for vocational schools assistance, pointing out that it raises the question as to the amount required for a given period, and as to how it should be allocated. It was felt that where a province does not need to use its full allotment for the purchase of equipment, it should be permissible to transfer any unexpended funds to the building account. The discussion terminated with the council approving a resolution recommending that any unexpended funds in the equipment account should be available for transfer to the building account, subject to approval by the Director of Training.

With regard to the extension of the time limit during which federal aid can be secured for capital projects, the council recommended that the individual provinces request the federal Government for whatever time extensions are considered necessary.

Canadian Research Committee on Practical Education

The chairman reviewed the previous standards and regulations which had been established for determining the eligibility of the provinces for federal aid.

The present regulations require that, in order for vocational programs to be eligible for federal aid, the students must spend 50 per cent of their time in a vocational field and its related subjects. The subjects related to vocational courses are as follows. *Industrial Courses*: mathematics, science and drafting; *Commercial Courses*: business English and mathematics; *Agriculture*: mathematics and science, including biology; and *Home Economics*: mathematics and science.

Such programs are required to provide the students with instructors who have a background of trade experience, a minimum of at least one full-time instructor in each vocational department, and adequate space and equipment.

The research committee recommended that special courses be provided for students who leave school at the end of Grade 10. In this respect, Ontario has provided courses in barbering, carpentry, painting and decorating, cleaning and dyeing, etc.

During the discussion, it was pointed out that there was a problem in deciding just where in a school program vocational training should be considered eligible for federal aid. In the report of the research committee, emphasis is placed upon the desirability of deferring specialized training as long as possible while the student is at school and that no training for specific occupations be given, except under special or exceptional circumstances. On behalf of the Department of Labour, Mr. Crawford requested the aid of the council in determining the type of programs for which federal assistance should be made available. Mr. Crawford felt that in future, more emphasis might be placed on those stages of the training program which supplement or complete the occupational training begun in full-time secondary school classes.

Youth Training

Mr. Crawford made reference to the youth training program which had been initiated to give special attention to a group who had been somewhat neglected in the 1930's. The present Vocational Training Co-ordination Act authorizes the continuing of projects heretofore carried out in the provinces under the Youth Training Act. In Quebec, the council was told, there are a great number of courses for young people, the majority being designed for rural trainees. In British Columbia, classes are carried on in automotive and diesel operations and in Nova Scotia there are navigation classes for fishermen and others.

It was pointed out that youth training was originally designed to assist unemployed youth between the ages of 16 and 30 who had not been previously employed. It was generally agreed that a great variety of programs and courses were offered under the Youth Training Agreement and that they should be retained in the training programs of the provinces.

Navigation Classes

Capt. D. R. Jones of the Department of Transport told the council that his department operates two training schools for navigation, one at Prince Rupert and the second at Quebec. Previously such schools had also been maintained at Yarmouth, Halifax and Saint John. A school is operated at Rimouski by the province of Quebec and is the only one in Canada which gives pre-sea training.

The Department of Transport makes grants in aid of training in the field of navigation by paying half the salaries of

the instructors in the Vancouver Technical Institute and at the Halifax County School. Further, specific grants are made to Kingston and to Rimouski.

Instructors for the Colombo Plan

Col. G. M. Morrison, who represents the Department of Labour on the inter-departmental committee on the administration of the Colombo Plan, stated that Canadian funds are being used to purchase equipment and that \$400,000 was to be used to provide a limited number of fellowships and scholarships, to equip technical teams who would make two- to three-month tours of industry and agriculture and, finally, to send trained instructors to Colombo Plan countries.

Col. Morrison pointed out that his committee is considering the advisability of sending skilled instructors to India, Pakistan and Ceylon. Persons selected would receive their present salary plus an inducement allowance; travelling expenses for the individual and, if necessary, for his family, would be paid. The conference was told that there was a great need for instructors in all the trades but more particularly for those in the motor mechanic and machine tool occupations.

The council agreed that all steps should be taken to support Canadian participation in the Colombo Plan and passed the following resolution unanimously:—

That this council, having heard the request from Col. Morrison for the services of technical teachers who would be willing to go to Colombo Plan countries, recommends that steps be taken through the Canadian Vocational Training Branch to notify the provinces of the proposal and the need, and requests their co-operation in securing instructors who would be interested and available.

Apprenticeship

Nova Scotia.—R. H. MacCuish of the Nova Scotia Department of Labour reported that there were 430 apprentices registered in 16 trades in the province at the present time. He remarked that some interest was being taken in considering steps to increase the number of designated trades and it was possible that the steel and mining industries might be included in the list.

New Brunswick.—J. W. McNutt, Director of Vocational Training, reported to the conference that trades were not designated in New Brunswick but rather were declared appropriate for apprenticeship. At the present time, there are 628 apprentices registered in the province, he reported.

Mr. McNutt noted that some consideration was being given to expanding the apprenticeship program within the province and that the number of employer and employee groups who were expressing an interest in apprenticeship was increasing.

Quebec.—Gustave Poisson, Deputy Minister of Social Welfare and Youth, described the apprenticeship program followed in Quebec. Apprenticeship programs are organized by employer and employee groups. The two groups form joint apprenticeship committees in each trade and these committees then regulate the training in a specific area. In the building trades, schools are maintained at Montreal, Chicoutimi and Hull. In other cases, the apprenticeship commission has requested the Arts and Trades School in Montreal to carry out the instruction of apprentices. Upon completion of their courses, the apprentices receive from two to three years credit on their apprenticeship contracts.

Ontario.—A. M. Moon, Assistant Director of Vocational Education reported that apprenticeship in the designated trades in Ontario is administered by the Apprenticeship Branch of the Department of Labour. The indentured trades are the building, automotive, barbering and hair-dressing, and lathing trades. The latter was added to the list February 1, 1952. Since July 1, the responsibility for class training of apprentices has been carried out by the Department of Education, Mr. Moon reported.

Referring to apprentices not covered by the present regulations, such as those in the metal, machine-tool and electrical trades, Mr. Moon noted that a voluntary organization known as the "Ontario Industrial Education Council" had been formed, to promote apprenticeship in these occupations. The council, a voluntary body of technical teachers, labour and industry representatives, carries out programs designed to increase the number of apprentices and to improve apprenticeship standards in general.

The council has developed an "apprenticeship package," which is designed for the use of industries training apprentices. The "package" includes a record sheet, a report to the apprentice's parents or industry, an indentureship form, an efficiency rating form, etc. Mr. Moon stated that approximately 25 private apprenticeship plans are in operation in Ontario.

Manitoba.—L. S. Smith, Inspector of Technical Schools, Manitoba Department

of Education, pointed out that apprenticeship within the province is administered by the Department of Labour but that class training and trade instruction are carried out by the Department of Education. All the courses are given at full-time classes.

Mr. Smith stated that the number of apprentices can be increased by increasing the number of designated trades. There has been some difference of opinion as to whether or not refrigeration and the machinist trades should be included.

Saskatchewan.—W. A. Ross, Regional Director for Saskatchewan, informed the council that at present there were 498 apprentices in 13 designated trades in the province. It is estimated that 500 to 600 apprentices would meet Saskatchewan's needs.

Alberta.—J. H. Ross, Regional Director for Alberta, reported that there were 2,400 apprentices in the designated trades within the province. During 1951, more than 600 certificates of completion were issued and at the end of the term there were 603 first-year students and 1,882 in the fourth year.

British Columbia.—H. A. Jones, Director of Vocational Education, told the council that 1,860 apprentices were enrolled in classes in British Columbia, 116 of whom were receiving instruction by correspondence. Mr. Jones stated that trade advisory committees in the province have recently recommended the establishment of standards in apprenticeship classes and he felt that training should be based upon a detailed trade analysis with achievement records of apprentices being kept.

Apprenticeship Conference

To further apprenticeship training and to increase the number of apprentices, the Vocational Training Advisory Council was agreed that a general meeting, to include representatives from all interested groups, should be convened as soon as possible. The proposal to hold the conference was unanimously approved in the following resolution:—

That council recommend to the Department of Labour that a general conference be called as soon as possible on the question of apprenticeship, its promotion, development and extension—further that there be a small committee of three or five advisers appointed to assist the headquarters staff in preparing for such a conference at an early date.

Vocational Schools

The Supervisor of Technical Training, Mr. C. R. Ford, told the council that several requests had been received asking the federal Government to share in the cost of equipment purchased for use in certain training programs on a 75-25 basis.

It was pointed out that the previous practice had been for the federal Government to purchase the equipment outright or to share the cost on a 50-50 basis with the provinces. In the latter case, the equipment became the property of the province upon the completion of the training program.

After some discussion, the following resolution was carried:—

That the established procedure, whereby the federal Government pays 50 per cent of the cost price of machinery purchased for programs carried on under the various schedules, be continued.

Another problem relating to the operation of vocational schools was discussed when the council considered the payments made by the federal Government to the provinces for the depreciation of equipment and buildings under certain schedules. Mr. Crawford explained that the regulations provided for payments of 15 cents for the first 10,000 days' training, 13 cents for the next 10,000, and 10 cents for all the days thereafter in each 12-month period. The regulations stated that such payments were to be made upon the completion of the training. A problem had been created when claims were presented by certain provinces before the scheduled training had been completed. The council recommended that this procedure be changed to allow payments to be made on a monthly basis. This recommendation was contained in the following resolution:—

That council recommend that the regulations referring to payment for depreciation be amended by substituting the phrase "payment shall be made from month to month" instead of the phrase "payment shall be made on completion of the training".

Student Aid

The granting of financial aid to students under the Youth Training Program was brought to the attention of the council. It was noted that this scheme has been in operation for several years and has made it possible for the provinces to assist needy students on an individual basis.

After some discussion concerning the granting of financial aid for education, and the amount of moneys repaid, the council adopted the following resolution:—

Whereas the Dominion-Provincial student aid scheme established as Sub-Schedule "H" of Schedule "O" of the Vocational Training Co-ordination Act is designed to provide direct financial aid to students seeking further education and who are in financial need, and

Whereas all such aid is paid direct to the individual student in accordance with his individual need, and

Whereas the program has been successfully operated for some thirteen years and has been strongly supported by all the provincial governments of Canada, and

Whereas it has been proved to be the most practical and easily administered method of providing assistance to worthy students on a co-operative basis;

Therefore, the Vocational Training Advisory Council strongly recommends that the scheme as now established be continued, and, further, that consideration be given to increasing the annual contribution made by the Government of Canada.

Vocational Training Publications

The council considered that bulletins and publications issued by the federal Department of Labour should be distributed and made available in order to encourage apprenticeship training. It was further suggested that the council should publish such bulletins when needed.

After some discussion, during which it was stated that many of the smaller provinces would benefit from the publication of training manuals and other booklets, the following resolution was carried:—

Whereas there is evidence that the expanding Canadian economy requires an ever-increasing number of skilled workers and trained personnel; and

Whereas the Department of Labour is in a position to assess these needs and co-ordinate the efforts to meet them;

Therefore this council recommends that the Training Branch assume initiative in assisting the provinces to develop effective programs of apprenticeship and other suitable training plans.

Further Aid to Vocational Training

A sub-committee appointed to study the question of further aid to vocational training reported its findings and recommendations in the following resolution, which was carried:—

Whereas council has been informed that additional sums of money are to be included in the Annual Estimates of the Training Branch of the Department of Labour for the fiscal year 1952-53; and

Whereas council agrees that this assistance is urgently needed and very welcome because in addition to present commitments it is reported that a program involving expenditures of over \$26,000,000 for construction of vocational schools in Canada is projected for the next few years;

Therefore, be it resolved that council expresses its appreciation of this action by the minister in thus recognizing a continuing and increasing need; and

Be it further resolved that this council set up a special committee to study the problem and to prepare and submit a plan to meet the expanding needs of a continuing program of Vocational Training in Canada.

Upon adjournment, the council decided to hold its next semi-annual meeting in Ottawa on September 10, 11 and 12.

Vocational Training Advisory Council

The composition of the council is as follows:—

Dr. G. Fred McNally, Chancellor of University of Alberta, Edmonton (Chairman); T. D. Anderson, General Secretary, Canadian Legion, BESL, Ottawa; L. S.

Beattie, Director of Vocational Education, Department of Education, Toronto; G. G. Cushing, Secretary Treasurer, Trades and Labour Congress, Ottawa; N. S. Dowd, Executive Secretary, Canadian Congress of Labour, Ottawa; Dr. F. T. Fahey, Deputy Minister of Education, Victoria; E. K. Ford, Director of Vocational Education, Department of Education, Halifax; G. Burnett, Bedard-Girard Ltd., Ottawa; Dr. G. A. Frecker, Deputy Minister of Education, Newfoundland; F. Philion, Director, Canadian and Catholic Confederation of Labour, Hull, P.Q.; N. C. MacKay, Director of Extension, Department of Agriculture, Winnipeg; J. W. McNutt, Director of Vocational Education, Department of Education, Fredericton; Mrs. (Dr.) R. J. Marshall, President, National Council of Women, Agincourt, Ont.; Gustave Poisson, Deputy Minister, Department of Social Welfare and Youth, Quebec; W. A. Ross, Regional Director, Department of Education, Regina; C. B. C. Scott, General Personnel Manager, Massey-Harris Company, Toronto; W. H. C. Seeley, Personnel Manager, Toronto Transportation Commission, Toronto.

Special Sessions of Five Provincial Legislatures

Legislation is passed to enable provincial Governments to enter into agreements with the federal Government for the payment of financial assistance to needy persons who are between 65 and 69 years of age

At special fall sessions of the Legislatures of five provinces—British Columbia, Newfoundland, Ontario, Prince Edward Island and Saskatchewan—legislation was passed to enable the provincial Governments to enter into agreements with the federal Government for the payment of financial assistance to needy persons between the ages of 65 and 69 years. New Blind Persons Allowances Acts were also passed. The Acts became effective from January 1, 1952, except the Ontario Acts, which went into effect on December 15, 1951.

Quebec enacted similar legislation at its regular session which began in November. The Quebec pension laws will be included in the summary of Quebec legislation in a forthcoming issue of the *LABOUR GAZETTE*.

Old Age Assistance

The provincial statutes are complementary to the federal Old Age Assistance Act passed at the first session of Parliament in

1951 to provide for joint federal-provincial agreements under which the federal Government will pay to the provinces one-half of the cost of pensions of not more than \$40 a month to be provided to needy persons, and the province the remaining 50 per cent. Pensions are payable according to the conditions laid down in the federal Act with respect to age, residence and the amount of income a recipient may have. The amount of allowable annual income, including assistance, is \$720 a year for an unmarried person, \$1,200 for a married person living with his spouse, and \$1,320 for a married person living with a blind spouse.

The new Acts passed in the five provinces are similar to the previous provincial Acts which provided for agreements with the federal Government for the provision of pensions with a means test to persons over 70 years of age, with the federal Government contributing 75 per cent of the cost and the province 25 per cent.

Pensions of \$40 a month are, since January 1, 1952, paid to persons over 70 without a means test by the federal Government alone under the Old Age Security Act, 1951.

The new Acts provide for the provincial administration of the old age pensions scheme, prohibit any person from receiving, or from aiding another person to receive, assistance to which he is not entitled, and authorize the Lieutenant-Governor in Council to make regulations for the carrying out of the Acts.

In all provinces except Prince Edward Island, there is no longer provision for the recovery of pension payments from the estate of a deceased pensioner. The former federal Act provided for such recovery by the province but the new federal Old Age Assistance Act leaves the matter up to the provinces, merely stipulating that if the province decides to recover, then one-half of the amount recovered has to be refunded to the Government of Canada. In Prince Edward Island, as previously, all money advanced by the director to a recipient will be a lien against his land in favour of the director which may be enforced against the land of the recipient in the same manner as a judgment of the Supreme Court.

The British Columbia and Saskatchewan Acts stipulate that the board may recover from a recipient or from the estate of a deceased recipient as a debt due to the board the sum of any assistance payments made to him by reason of misrepresentation or fraud.

The Acts of Newfoundland, Ontario and Prince Edward Island stipulate that old age assistance is exempt from provincial and municipal taxes. All the Acts state that it is not subject to attachment or seizure in satisfaction of a claim against the recipient, or subject to alienation or transfer by the recipient.

The Newfoundland, Ontario and Prince Edward Island statutes stipulate that assistance may be paid to a trustee or person who is caring for the pensioner, if the pensioner consents, when the pensioner, in the opinion of the director, is using or likely to use his assistance otherwise than for his own benefit or if he is incapacitated or incapable of managing his affairs.

In Newfoundland and Ontario, provision is made for the Lieutenant-Governor in Council to issue regulations to provide for payment of the whole or part of the cost of medical and dental services to recipients of old age assistance.

Allowances for Blind Persons

The new Blind Persons Allowances Acts provide for an agreement with the federal Government for the payment of 75 per cent of \$40 a month by the Government of Canada and 25 per cent by the province in cases of need to blind persons over 21. On attaining the age of 70, blind persons with the required 20 years' residence in Canada will receive a pension under the federal Old Age Security Act.

Hitherto, pensions for blind persons were dealt with under Old Age Pensions Acts. They are now dealt with separately to accord with the new federal Blind Persons Act.

As with old age assistance, pensions to the blind are payable under the conditions specified in the federal Act. Amounts of allowable income were increased by \$120 a year and are now \$840 a year for an unmarried blind person, \$1,040 for an unmarried person with a dependent child or children, \$1,320 for a married blind person with a sighted spouse and \$1,440 for a blind person with a blind spouse. The length of residence in Canada required in order to be eligible for a blind persons' pension is 10 years. The former requirement was 20 years.

The provisions of the new provincial Blind Persons Allowances Acts are similar to the terms of the Old Age Assistance Acts summarized above.

Saskatchewan Social Aid Act

Supplementary Allowances

An amendment to the Saskatchewan Social Aid Act provides for the payment by the province of a supplemental allowance to recipients of old age assistance or of blind persons' pensions and authorizes the Government of the province to enter into agreements with any other province with respect to these payments over and above the limits stipulated in the federal Old Age Security Act, the Old Age Assistance Act and the Blind Persons Act.

Regulations

Regulations have been issued under the Social Aid Act of Saskatchewan providing for the payment of a supplementary allowance of \$2.50 a month to persons over 70 in receipt of a pension from the federal Government under the Old Age Security Act. These regulations are summarized on page 000 of this issue.

The Province of Alberta has also made regulations providing for supplementary

allowances not exceeding \$10 a month to recipients of old age security pensions and blind persons' allowances (see p. 314).

Under the Old Age Assistance and Blind Persons Allowances Acts of British Columbia, Newfoundland, Prince Edward

Island and Saskatchewan, noted above, and under the corresponding Acts passed in Alberta during the regular 1951 session, regulations have recently been made setting out the administrative details of the program.

Legislative Proposals Submitted to Provincial Governments by Labour

Briefs containing proposals for legislative and administrative changes are submitted by labour organizations in Nova Scotia, British Columbia

Nova Scotia Provincial Executive Committee (TLC)

Amendments to the provincial legislation affecting workmen's compensation, minimum wages, labour relations, hours of work and old age pensions were requested by the Nova Scotia Provincial Executive Committee of the Trades and Labour Congress in a brief presented to the provincial Cabinet. The brief was presented on behalf of the Halifax, Liverpool and Cape Breton District Trades and Labour Councils.

The committee requested the immediate proclamation of the Minimum Wage Act for men and at the same time asked that the minimum wage for male employees be set at 85 cents an hour and for female workers at \$20 per week, exclusive of meals. Extension of the Male Minimum Wage Act to all employees within the province was also urged.

A maximum work week of 40 hours, without reduction in take home pay, and a rest period of 48 hours in each seven-day period was urged by the labour organization. The delegation requested the enactment of legislation to provide all employees with a minimum of two weeks paid vacation after one year's employment.

Several amendments to the Nova Scotia Labour Relations Act were requested by the executive, the most important of which were: the requirement that unions seeking certification prove their status as *bona fide* trade unions in order to eliminate the certification of company unions; the definition of the grounds upon which certification may be revoked; the prohibition of revocation during negotiations, collective bargaining, or the life of a collective agreement; permission for the Labour Relations Board to take court action in having

its orders enforced; and a requirement that a new employer be bound by existing orders and decisions made by the Board.

A great many amendments were requested to the Workmen's Compensation Act, including: a reduction in the present waiting period of seven days to the day following the accident, basing of compensation payments on 100 per cent of earnings, blanket coverage of all occupational diseases or diseases attributable to the nature of the employment regardless of the disease or the occupation of the worker, and that such ailments as silicosis, rheumatism, sciatica, and arthritis be included in the Act for the payment of compensation.

The labour groups called for an increase in old age pensions to \$65 a month and requested a reduction in the age qualifications to 65 in the case of males and 60 in the case of females. In addition, the abolition of the means test was advocated and a residence requirement of 15 instead of 20 years was urged.

To deal with unemployment, the Government was requested to put into effect a comprehensive public works program on a province-wide basis. The brief stated that such a program should be especially designed to take care of seasonal workers.

The brief called for the establishment of a provincial health insurance plan to cover all citizens and to include medical, surgical, dental and optical care; hospitalization; provision of artificial limbs and other aids when necessary; and psychiatric treatment and competently supervised mental homes for the rehabilitation of the mentally ill. The brief suggested that such a plan be established on a contributory basis.

Among other items dealt with were: highways legislation; amendments to the Apprenticeship Act, Liquor Control Act, Criminal Code and Mothers' Allowance

Act; enactment of a Maternity Hospitalization Act; adoption of a fair wage policy; payment of subsidies on milk; better conditions for student nurses; free school books; upward revision of jury fees; and town planning.

British Columbia Federation of Labour (CCL)

Reform of the provincial labour relations, workmen's compensation and hospital insurance legislation was advocated by the eighth annual convention of the British Columbia Federation of Labour (CCL), held in Vancouver, February 2 and 3. The convention, attended by 110 delegates, was presided over by Stewart H. Alsbury, Vice-President of the Federation.

Referring to labour relations legislation, the convention charged that the provincial Government and Labour Relations Board were ignoring "the hard-won rights and established practices of the trade union movement."

The Federation urged that the British Columbia Electric Company and the British Columbia Telephone Company be taken over by the B.C. Public Utilities Commission. Resolutions favouring this move were approved after delegates had complained of the rates charged by the utilities.

That a planned immigration scheme was necessary if serious unemployment were to be avoided was unanimously agreed.

The convention also favoured the re-establishment of a milk subsidy and opposed alternate day deliveries.

A resolution calling for conferences on the choice of CCF candidates in elections was approved. George Mitchell, Chairman of the Resolutions Committee, explained that this meant continued support for the CCF by the Federation.

The Government was requested by the Federation not to put into effect the single transferable vote. This measure was passed by the B.C. Legislature last year but has yet to be proclaimed. The resolution opposing the vote stated that it would cause confusion because it "is completely foreign to the method the citizens of this province have been accustomed to."

In other resolutions the Federation demanded that provincial and federal Governments lift restrictions in their employment regulations to allow the hiring of persons over the age of 40 years, enact legislation guaranteeing the hiring of workers for ability only and not on account of racial, religious or political qualifications and finally, institute "a bill of rights in Canada whereby civil liberties of the citizens of this country will be fully protected."

India Surveys Labour's Progress in Four Years of Independence

Recent booklet outlines the steps taken by the Indian government to improve the position of the country's six million industrial workers

Steps taken by the Indian government since 1947 to improve the position of labour are outlined in a recent publication of the Indian Ministry of Information and Broadcasting. The publication, entitled *Square Deal for Labour*, describes what four years of independence have meant to India's six million industrial workers and 34 million agricultural workers.

When Indian independence was established in 1947, the central government embarked upon a five-year program to better labour's position. The main features of this scheme were: social security, technical training, improvement in the

system of recruitment, housing, welfare work, better working conditions and fair wages.

To secure economic stability, the government convened a tripartite conference of labour, management and government representatives in 1948. The conference adopted an Industrial Truce Resolution whereby strikes and lockouts were to be avoided for a period of three years. The settlement of disputes by mutual discussion and without interruption to production was also recommended.

To implement the Industrial Truce Resolution, a number of tripartite bodies were

established. The principle underlying the creation of these bodies was that the workers should be allowed an effective participation in the framing of decisions which affected their working conditions and welfare.

A Central Advisory Council of Labour, composed of government, labour and employer representatives, was created in 1948. This Council held two sessions and prepared proposals respecting fair wages which have been submitted for the consideration of Parliament.

Industrial committees, also established on a tripartite basis, were set up in the cotton, textile, coal-mining, leather goods, cement and tanning industries with the purpose of creating better relations between employers and employees. Work committees, bipartite in composition, have been established in various plants to encourage direct negotiations between employers and employees. Similar committees have also been set up to handle production problems.

In the field of industrial conciliation, tribunals have been formed by the central government and by several of the state administrations to facilitate the speedy adjudication of disputes. To carry out this work, a number of conciliation officers have been appointed in various parts of the country. Through personal contact with employers and employees, they have assisted in the settlement of disputes before work stoppages have resulted. When negotiation and conciliation have failed, the government tribunals are utilized.

In the field of legislation, several measures have been introduced since independence to improve the position of the worker. In 1948 a Minimum Wages Act was passed affecting such industries as carpet making, shawl weaving, rice, flour, oil and dal milling, tobacco, lac and mica factories, public motor transport, tanneries, plantations and agriculture. The Act provides for the fixation of a minimum time rate, a minimum piece rate, a guaranteed

time rate and an over-time rate. Minimum wage fixation requires state government approval before becoming effective.¹

The Factories Act of 1948 was introduced to consolidate and improve the laws regulating factory labour. It provides for safety, health and welfare measures in all industrial establishments which use power and employ ten or more workers. It also applies to factories which do not use power and which employ 20 or more workers.

Trade union rights are at present being formalized in legislation being considered by Parliament. Since 1947 the number of unions and union members has greatly increased. In that year, 1,331,962 workers were listed as members of 1,725 registered trade unions. By 1949 the number had increased to 1,960,107 members who belonged to 3,150 registered labour organizations.

To overhaul the legislation affecting trade unions, to encourage industrial harmony and to provide for the compulsory recognition of unions by employers, the Trade Union Bill was introduced in Parliament.

In order to facilitate the placement of workers and to cope with the movement of workers who had been displaced as a result of the end of the war and the gaining of independence, the Indian government utilized the Employment Exchanges which had been set up in 1945 in various parts of the country. In 1950 there were 1,210,385 registrations at the Exchanges and 331,198 placements made through this organization.

In addition to operating the Employment Exchanges, the Indian government is conducting vocational training courses for workers in 35 technical trades and 30 vocational trades. These courses are being carried out in 63 training centres throughout the country. The courses are provided free of charge to the trainees.

¹See LABOUR GAZETTE, March 1951, p. 380, for a more complete discussion of minimum wage legislation in India.

23½ Million Working, 303,000 Jobless in United Kingdom

Latest statistics issued by the Government of the United Kingdom show that persons gainfully employed there number 23,480,000. This represents a drop of 12,500 since the previous report issued last October. The nation's unemployed numbered 303,000.

Industries concerned with arms production—engineering, metals and vehicles trades—had the largest influx of labour, 21,000 being added to the October total of 4,171,000. This increase was offset, however, by manpower decreases in clothing, textile and other manufacturing industries.

International Labour Organization

117th Session of the Governing Body

Among more important subjects discussed by members were: migration, freedom of association and the ILO's technical assistance programs

Immigration, freedom of association, technical assistance to underdeveloped countries and the conditions of employment on plantations were among the more important topics considered by delegates to the 117th session of the Governing Body of the International Labour Office, held in Geneva from November 20 to 23, 1951. The session was presided over by Paul Ramadier, former Prime Minister of France.

A. H. Brown, Assistant Deputy Minister of Labour, represented the Canadian Government on the governing body, with Paul Goulet, Director of the ILO Branch, Department of Labour, as substitute representative and Mr. K. McIlwraith, Department of External Affairs, as alternative representative.

Migration.—The governing body spent considerable time discussing the conclusions reached by the Migration Conference at Naples, Italy, from October 2 to 16. This conference had been attended by representatives from 27 countries, including Canada, in addition to observers from the Holy See, Bolivia, Costa Rica and 33 non-governmental organizations.

The members of the governing body discussed the need for resettling workers and looked to the ILO for guidance in establishing a well-constructed and thought-out plan. Mr. Brown stated that Canada was interested in a migration program.

The Director-General, David A. Morse, said that the ILO had been given the responsibility by the United Nations for the co-ordination of all policy in the international field with respect to migration. In addition to this, the ILO had to consider such questions as vocational training and employment services and the application of bi-lateral agreements. He noted that the ILO had no intention of enforcing the migration plan upon any country and only wanted to see the development of freely accepted agreements.

Mr. Morse said that every effort would be made to co-operate with any organizations that would deal with the movement of surplus population to overseas areas.

By 25 votes to nil, with one abstention, the governing body authorized the director-general to communicate the reports adopted by the migration conference to the governments invited to attend the conference, to the United Nations and to the inter-governmental and non-governmental organizations concerned. The proposal to have the governing body recommend to the countries represented at the migration conference the establishment of a Council of European Migration was approved by 23 votes to nil, with five abstentions.

By a vote of 29 to nil, the governing body reaffirmed the need for the ILO to continue its assistance to governments in solving many of the problems involved with migration. In connection with overseas movements, the governing body decided to convene a committee of experts to consider the need for international standards for the accommodation of migrants while on board ship. This committee of experts would be formed after consultation with the governments concerned in such movements.

Freedom of Association.—A nine-member committee was established by the governing body to examine allegations concerning infringements of trade union rights. The responsibilities of this committee will be primarily to consider what cases should be forwarded to the governing body for action and at the same time to obtain the approval of the governments involved to have such cases referred to a Fact-Finding and Conciliation Commission. (See L.G., Feb., 1951, p. 180.)

The new committee will not refer cases to the governing body when it has proved that the alleged infringements do not constitute infringements of trade union rights and when the allegations are so vague as to prevent any consideration of the case on its merits.

At each session of the governing body, the committee will report on cases which it has considered worthy of investigation. In cases where a government refuses to refer a dispute to the Fact-Finding and

Conciliation Commission, the committee will include in its report to the governing body recommendations on further steps which may be taken.

The new committee, to be known as the Committee on Freedom of Association, is composed of employer, employee and government members from France, India, Mexico, the United Kingdom, Uruguay and Sweden. Substitute representatives were also appointed for each regular member.

Technical Assistance.—The governing body unanimously adopted the report of the Technical Assistance Committee, which contained a résumé of the progress of the expanded ILO assistance programs since the last session. The director-general was authorized to dispense with tripartite selection committees for ILO fellowships and internships when the establishment of such committees is considered impractical.

Committee on Work on Plantations.—In connection with conditions of work on plantations, the governing body authorized the director-general to make preliminary studies, inquiries and consultations in order to give effect to the conclusions reached by the Committee on Work on Plantations during its first session. Among the items to be dealt with are: methods and organization of recruitment of workers for plantation labour, equality of treatment between workers from abroad and nationals, some aspects of the termination of employment contracts, the regulation of wages, the construction of low cost housing, the state of nutrition of workers on plantations, the health and social services available on plantations and the conditions of employment of plantation staffs.

The governing body decided that the second session of the plantations committee should consider what action has been taken by various countries in view of the first session's report, should work out a definition of the term "plantation", study the regulation of wages, and make investigations into the health and social services available for workers.

Payments by Results.—The governing body, after examining the report of a committee of experts who had made studies of various systems of payments by results, decided to forward the findings to the industrial committees of the ILO and to the International Committee of Scientific Management. The experts committee had recommended several methods by which workers could increase their earnings while

at the same time lowering production costs and increasing productivity. (See L.G., Nov., 1951, pp. 1520-1521.)

Asian Advisory Committee.—The Asian Advisory Committee, which held its third session in Geneva from November 10 to 13, 1951, referred some of its conclusions to the governing body. The committee asked that the governing body consider placing the following items on its agenda for the next session: (1) The development of the ILO technical assistance program in Asian countries. (2) Special protective legislation affecting women and its relation to women's employment in Asian countries. (3) Discussions at and conclusions of the Asian Manpower Technical Conference at Bangkok, together with such additional information as may be of assistance to the committee in giving further consideration to Asian migration problems. (4) Underemployment in Asia. (5) Any questions arising out of recommendations made by the committee at its previous sessions.

The agenda for the next session of the committee was approved by the governing body.

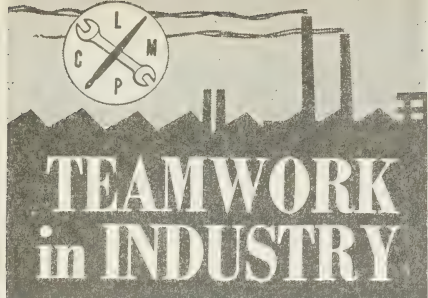
Germany and Japan.—The governing body decided to invite the Federal Republic of Germany to become a member of the following industrial committees: Building, Civil Engineering and Public works, Chemical Industries, Coal Mines, Inland Transport, Iron and Steel, Metal Trades and Textiles.

The application by Germany for membership in the Advisory Committee on Salaried Employees and Professional Employees was deferred for later consideration.

The ILO at its 34th Conference admitted Japan to membership in the organization, subject to ratification by the Japanese Diet. The ILO Constitution having been formally accepted by Japan, the number of ILO member countries now stands at 65.

Tribute to Léon Jouhaux.—Mr. Ramadier extended the congratulations of the governing body to Léon Jouhaux on whom the Nobel Peace Prize was recently conferred. Mr. Jouhaux has long been associated with the labour movement in France and has spent considerable time participating in the activities of the ILO. Mr. Jouhaux, expressing his appreciation for the tribute, emphasized that the honour had also been shared by the ILO.

118th Session.—It was decided that the 118th session of the governing body will be held in Geneva from March 11 to 14, 1952.



The latest tabulation of the number of Labour-Management Production Committees now officially listed with the Department of Labour shows that at September 30, 1951, there were 780 committees covering 311,354 Canadian workers. This represents a gain of 51 committees in the period from March 31, 1951, to September 30.

Ontario continues to lead the breakdown by provinces with 369 committees representing 129,756 workers. Quebec is second with 160 committees. Figures for other provinces are: Prince Edward Island, 2; Nova Scotia, 22; New Brunswick 28; Manitoba, 58; Saskatchewan, 46; Alberta, 37; British Columbia, 58.

The majority of these LMPCs—444—are established in manufacturing industries. However, most industrial classifications are represented. Among these are: mining, 24 committees; construction, 3; transportation, 175; communications, 83; trade, 13; finance, 1; service industries, 37.

The breakdown of union affiliations of bargaining agencies in plants having LMPCs shows that in 318 committees (154,273 workers), the participating union was affiliated with the Trades and Labour Congress of Canada; in 288 committees (76,717 workers), with the Canadian Congress of Labour; in 46 committees (11,545 workers), with the Canadian and Catholic Confederation of Labour; and in 128 committees (68,819 workers), with various other groups.

CBC's "Cross Section" Features LMPCs

A recent broadcast of the program *Cross Section*, a regular Canadian Broadcasting Corporation feature, dealt with the subject of labour-management co-operation and the reasons why some LMPCs are successful and others are not. In a dramatized half-hour presentation, the stories of two committees, one successful, the other not, were presented. At the end of the drama, Mr. R. W. Crumb, Supervisor of Field Staff of the Labour-Management Co-operation Service, analysed the reasons why one committee had succeeded, while the other had failed.

In this analysis Mr. Crumb pointed out that any committee to be successful needed the backing of top management as well as a desire on the part of both labour and management to make co-operation work. Any preconceived notions that a committee is designed to undermine the prerogatives of either management or labour must be dispelled as soon as they become apparent. Co-operation must be explained to everyone concerned before it can work.

Only matters which are clearly within the scope of an LMPC should be discussed at meetings, Mr. Crumb said. In particular, collective bargaining questions should be excluded from the committee's deliberations. One essential for a good committee is that it adequately publicize its role and thereby keep the rank and file informed of its activities.

LMPC Launches Safety Campaign

The labour-management production committee at Maple Leaf Milling Company in Toronto has launched a twin drive to improve safety and good housekeeping in the plant there. The objectives of the campaign were well advertised in the *Flour Bag*, the plant employee publication, and direct appeals were addressed to all employees asking for their co-operation and help.

For the first 42 days after the campaign began, not one lost time accident was recorded in the plant. One department suffered an accident at this point, but with this one exception the plant as a whole had no accidents up to the end of January.

In promoting this dual program, several novel advertising ideas were used. Included were a neon sign for carrying safety and good housekeeping slogans and bulletin boards in each department especially for these campaigns. Employees of the plant are responsible for posting the day-to-day records on the boards, and when an accident occurs the departmental foreman himself must make the change on the main bulletin board.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during January. The board issued four certificates designating bargaining agents. During the month, the board received five applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

International Association of Machinists, on behalf of separate units of employees employed at Gander, Nfld., by the following three aviation companies: (1) British Overseas Airways Corporation; (2) Trans World Airlines, Inc. and (3) Pan American World Airways, Inc. (L.G., Jan., 1952,

p. 40); (4) United Grain Elevator Workers' Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of Kerr Gifford and Company, Inc., employed in the Elevator Department of its elevators located on Burrard Inlet, Vancouver (L.G., Jan., 1952, p. 40).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Scope and Administration of the Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Received

1. Local No. 28, Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of employees of Canadian Pacific Air Lines Limited, employed in the cafeteria at the company's Vancouver base (Investigating Officer: G. R. Currie).

2. Local No. 3, Machinists, Fitters and Helpers, on behalf of machinists, engine fitters and helpers employed at Victoria and Vancouver by the British Columbia Coast Steamship Service, Canadian Pacific Railway Company (Investigating Officer: D. S. Tysoe).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of freight handlers employed at Pointe au Pic, P.Q., by Clarke Steamship Co. Limited (Investigating Officer: L. Pepin).

4. Lodge 887, International Association of Machinists, on behalf of a unit of maintenance employees of Canadian Pacific Air Line (Repairs) Limited, Currie Field, Alta. (Investigating Officer: D. S. Tysoe).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of maintenance employees of the British Columbia Coast Steamship Service, Canadian Pacific Railway Company (Investigating Officer: D. S. Tysoe).

Application for Certification Withdrawn

Canadian Association of Railway Blacksmiths and Helpers, applicant, and Canadian National Railways, respondent (L.G., Jan., 1952, p. 40).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the minister appointed conciliation officers to deal with matters in dispute between the following parties:—

1. Local 564, International Union of Mine, Mill and Smelter Workers, applicant, and Yukon Consolidated Gold Corporation Ltd., Dawson, Y.T., respondent (Conciliation Officer: G. R. Currie).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Canadian Pacific Air Lines Ltd. (Accounting Office, Vancouver), respondent (Conciliation Officer: G. R. Currie).

3. Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, applicant, and Federal Grain Company Limited (Seed Division, Winnipeg) respondent (Conciliation Officer: R. H. Hooper).

4. Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, applicant, and McCabe Grain Company Limited (Shamrock Elevator and Feed Mill, St. Boniface, Man.), respondent (Conciliation Officer: R. H. Hooper).

5. Local 13173, District 50, United Mine Workers of America, applicant, and Eldorado Mining and Refining (1944)

Limited, Port Hope, Ont., respondent (Conciliation Officer: F. J. Ainsborough).

6. Local 106, Transport Drivers, Warehousemen and Helpers of America, applicant, and Smith Transport Ltd., Montreal, respondent (Conciliation Officer: L. Pepin).

Settlements Effected by Conciliation Officers

1. On January 11, the minister received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between Local 564, International Union of Mine, Mill and Smelter Workers, and Yukon Consolidated Gold Corporation Ltd., Dawson, Y.T. (see above).

2. On January 13, the minister received a report from H. R. Pettigrove, Conciliation Officer, indicating the settlement of matters in dispute between National Harbours Board Employees' Federal Union No. 24 and the National Harbours Board, affecting employees at Saint John, N.B. (L.G., Feb., 1952, p. 171).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established by the minister on November 22, 1951, to deal with matters in dispute between the Canadian National

Railways and the Canadian Brotherhood of Railway Employees and Other Transport Workers, affecting employees of the Chateau Laurier Hotel, Ottawa (L.G., Jan., 1952, p. 41), was fully constituted on January 14 with the appointment of Hon. J. D. Hyndman, Ottawa, as Chairman. Hon. Mr. Hyndman was appointed by the minister in the absence of a joint recommendation from the other two members, John J. Connolly, Q.C., and A. Andras, both of Ottawa, who had previously been appointed on the nominations of the company and union, respectively.

Settlement Reported by Conciliation Board

On January 28, the minister received a unanimous report from the Board of Conciliation and Investigation established to deal with matters in dispute between Abitibi Coach Lines and Transportation Company, Ltd., Val d'Or, P.Q., and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., 1952, p. 41). The board reported that all matters in dispute had been settled and an agreement signed. The text of the board's report is reproduced below.

Report of Board in Dispute between Abitibi Coach Lines and Transportation Company Limited and Canadian Brotherhood of Railway Employees and Other Transport Workers

(TRANSLATION)

To the Hon.
The Minister of Labour of Canada.

Mr. Minister:

The undersigned, appointed on January 4, 1952, as members of the Board of Conciliation and Investigation set up on November 21, 1951, to deal with the above-mentioned dispute, beg to report as follows:—

The board sat for two days (January 21 and 22, 1952) at Montreal, in Room 24 at the Court House, which the Sheriff for the Montreal District had kindly placed at its disposal. The employer was represented by Mr. Wilbrod Bh  rer (Barrister), Q.C., of the Quebec Bar, while Mr. Guy Merrill Desaulniers (Barrister) of the Montreal Bar represented the bargaining agents.

The two parties submitted written briefs setting forth their attitude concerning the points still at issue after Mr. L. P  pin's attempt at conciliation. These points of disagreement are enumerated in Mr. P  pin's letter of November 19, 1951, addressed to Mr. Maclean, Director of Industrial Relations.

Following a friendly discussion between the parties and the board and between the parties themselves, complete agreement was reached and a new collective agreement

On January 28, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Abitibi Coach Lines and Transportation Company Limited, Val d'Or, P.Q., and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Feb., 1951, p. 193).

The board was composed of Hon. Mr. Justice J. Oscar L. Boulanger, Quebec, Chairman, appointed by the minister in the absence of a joint recommendation from the other two members, Lucien Lortie, Q.C., Quebec, and Armand Tremblay, Montreal, who had previously been appointed on the nominations of the company and union, respectively.

The text of the board's report is reproduced herewith.

was signed between the employer and the employees' bargaining agents. This agreement is attached to the present report as Schedule A.

By mutual consent, garage workers (Point 5 in Mr. P  pin's letter) were excluded from the application of the new agreement and the bargaining agents will apply to the Labour Relations Board to have their certificate of representation amended accordingly.

It only remains for us to congratulate the two parties on their good will and the fine example they have set and to thank them for their courtesy and kindness towards the board.

January 25, 1952.

(Sgd.) J. OSCAR L. BOULANGER,
Chairman.

(Sgd.) LUCIEN LORTIE, Q.C.,
Member.

(Sgd.) ARMAND TREMBLAY,
Member.

Woodworkers Will Seek 32-Hour Work Week

A 32-hour work week with the same take-home pay as for the current 40 hours will be sought in this year's contracts by the International Woodworkers of America (CIO-CCL), it was decided at the union's annual convention in Vancouver.

Other resolutions dealing with working conditions and pay rates, most of which were referred to the wages and contracts conference scheduled for the end of this month, included demands for a revised seniority clause, guaranteed annual wage and guaranteed rate for piece workers, union shop, wage increases, a health and welfare plan and travel time.

Delegates rejected a resolution which would have had members expelled if "found guilty" of promoting Communist policies.

The conference passed resolutions recommending that:

Immigrants be taught basic English before they are given employment in the lumbering industry.

Workers unable to speak English be assigned to low hazard jobs unless they can be placed with a thoroughly experienced worker who can speak their language.

The 40-hour work week be protected in all contracts and the 48-hour work week be eliminated.

3-Week Vacations Becoming Standard for Newspaper Guild

Three-week vacations are becoming standard in contracts signed by the American Newspaper Guild (CIO).

Of 204 Guild contracts now in effect, nearly 85 per cent call for vacations of

three or more weeks. Of the 111 contracts in the newspaper field, about the same percentage contain similar provisions.

The period of service required before the three-week vacation is allowed varies from four to ten years.

Collective Agreements and Wage Schedules

Arbitration Provisions in the Collective Agreements of the Canadian Manufacturing Industry

Nine out of ten agreements in a sample studied by the department of Labour make provision for arbitration of certain types of disputes

Two main categories of industrial disputes or difference may be settled through the binding decision of an independent person or group of persons, a procedure known as arbitration.

Disputes in the first category occur over the negotiation or renewal of a collective agreement. Such disputes deal with questions as to what provisions shall be inserted in the agreement and how the clauses shall be worded. Disputes of this first kind are frequently settled with the help of government conciliation machinery, if the parties are unable to reach agreement themselves. It is seldom that such disputes become subject to arbitration.

The second type of difference is one that may arise after the agreement is in force over questions of interpretation, application, or alleged violation of the agreement's provisions. Such disputes usually result from conflicting opinions as to how the wording of the agreement should be interpreted in a particular situation. They may concern grievances or problems applying to individual workers, groups of workers, or sometimes the entire body of employees covered by the agreement.

Arbitration is a common procedure as a final means of settling disputes in this second category. Its widespread use in disputes of this kind is in part attributable to Canadian labour law. The legislation of the federal Government and that of seven of the provinces require that a provision be included in all contracts for the final settlement of disputes concerning the interpretation or violation of clauses in such agreements.¹ Basically, it has been the

approach of legislative bodies in Canada that government agencies should offer all help possible to parties negotiating a contract, while granting to the parties the utmost freedom in deciding for themselves what the terms of their agreement shall be; but that once those terms have been mutually agreed upon and signed, the interests of industrial peace require that for the life of the agreement there should be strict adherence to its terms, subject only to a fair and independent decision as to the meaning or interpretation of such terms.

Labour Department Survey.—In an analysis made by the Economics and Research Branch of the Department of Labour of over 400 selected collective agreements currently in effect in the manufacturing industry, it was found that some 90 per cent contain a clause making provision for arbitration of disputes arising under the contract.

In such disputes, however, some attempt is usually made between representatives of labour and management to settle the issues by direct negotiation before referring the matter to arbitration. In most cases, grievance machinery involving a well-defined procedure is used. This usually embraces several attempts to bring about a settlement through discussions between employer and union representatives at various levels of authority. In the agreements covered in this study, nine out of every ten having an arbitration clause also provide a grievance procedure which must be exhausted before resort is made to arbitration. In those agreements having an arbitration clause without a grievance procedure, arbitration is simply invoked on the initiative of either party. But, whatever

¹The three provinces not making this requirement are Prince Edward Island, Quebec and Saskatchewan. Under the Quebec Trade Disputes Act, however, a plan for arbitrating disputes under the auspices of the Provincial Government is set forth.

Summary of Arbitration Clauses in Agreements Studied

Of 415 current agreements examined by the Department of Labour:

378 contain arbitration clauses, of which:

344 provide arbitration only as the *final stage* in a grievance procedure
34 provide that arbitration can be invoked *at any time* by either party

364 of the 378 state the type of arbitration to be used:

315 stipulate *arbitration boards* on which labour and management appoint their own members:

297 provide for the joint selection of the chairman by the other board members. (266 of these provide for the appointment by a third party if the board members disagree on the selection)
in 17, a permanent chairman is named
in 1, the chairman must be selected from an agreed-upon panel

49 provide for a *single arbitrator*:

33 provide for the joint selection of the arbitrator. (12 of these provide for appointment by a 3rd party if no joint selection made)
14 say the arbitrator is to be selected by a third party
2 name a permanent arbitrator

Expenses of arbitration are provided for as follows:

171 agreements provide for equal sharing of expenses by both parties
207 do not mention financial arrangements

the procedure for arbitration, it always acts as a last step in the attempt to resolve differences of opinion.²

In a few agreements, in Quebec and British Columbia, the only reference to arbitration is to point out that the procedure set down in the provincial statute will be followed.³

² Example: "A Board of Adjustment shall be established, but only upon the written request of either party to this Agreement, to arbitrate any disagreement which may arise between the Company and the Union regarding the meaning or application of any of the provisions of the Agreement, which said Board, however, shall so function only after all efforts to settle the disagreement by direct negotiations between the Company and the Union have failed. The decision of the Board of Adjustment shall be final and binding on both parties."

³ Example: "If both parties cannot arrive at a mutually acceptable solution by direct negotiations, the issue in dispute shall be referred to arbitration according to the provisions set forth in the Quebec Trades Dispute Act."

As mentioned above, it is comparatively seldom that arbitration is invoked as a means of settling disputes arising out of the negotiation of contract terms. This kind of dispute, if it cannot be adjusted by direct negotiation, is generally settled by government conciliation procedures. Where arbitration is resorted to, it is generally not as the result of a regular procedure, but to meet the needs of a particular situation. Arbitration of this kind of dispute is seldom provided for in collective agreements, but there are a few exceptional cases.⁴

⁴ Example: "Either party shall have the right to request a revision of any of the provisions hereof, respecting wages and hours, at the end of each calendar year; and if within two weeks from the date of such request, the parties are unable to agree upon any requests, the matter in dispute shall be disposed of by arbitration, in accordance with the procedure hereinbefore set out."

Arbitration Procedures.—A few agreements omit reference to the manner in which arbitration is to be carried out. However, most are explicit as to the measures to be adopted in one or more phases of the arbitration procedure. One common feature is the setting of time limits on the various stages; another is the setting forth of agreed-upon procedural regulations. These two features have the possible advantage of forestalling delays in arrangements for arbitrations.

Collective agreements may provide for arbitration either by a single arbitrator or umpire, or by a board composed of a chairman and representatives from both the employer and the union. It is held by some writers that there is no essential difference between the two methods of procedure, since in both cases the initiative for rendering judgment rests with the disinterested party. Nevertheless, arbitration by a board is the more common procedure, being provided for in eight out of every ten of the agreements studied. Its supporters frequently maintain that this method of procedure has the advantage of having participants who are acquainted with the actual situation.

Most arbitration boards comprise a chairman and one representative each of labour and management, but in some cases labour and management appoint two members each.

All the 315 agreements providing for arbitration boards provide that both parties must agree in the selection of an independent chairman. It is usual, however, to

make provision for the selection of an impartial chairman by another party should no agreement be possible. In the latter case, the selection is usually carried out by the federal or the appropriate provincial Minister of Labour. In most agreements, provision is made for the selection of an impartial chairman for each dispute as it arises. Conversely, in 17 agreements, most of which apply to more than one firm or otherwise cover large groups of workers, a chairman or an umpire is named for the duration of the contract. Another agreement provides for the selection of the chairman from an established panel.

Scope of Arbitration.—The arbitrator in a labour dispute is usually bound by the terms of the existing contract. His function is basically interpretative. Most agreements are specific on this subject.⁵ In some cases, however, arbitration concerning matters not covered by the agreements is permitted, and in these instances there is no exact standard for the arbitrator.

The awards of the arbitrators are final and binding and in all cases providing for arbitration the majority decision of the board is sufficient for the purpose. Costs are usually shared equally between the two parties, although in 207 agreements this is not made clear.

⁵ Example: "The arbitrator's authority shall be limited to matters involving the interpretation and application of the provisions of this agreement. No terms can be added to, or subtracted from, this agreement; nor any provision thereof changed by arbitration."

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act, in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Mining

Metal Mining—*Kirkland Lake, Ont.*—*Lake Shore Mines Limited and International Union of Mine, Mill and Smelter Workers, Local 240.*

A Health Centre and a Retirement Fund are to be established and maintained jointly by the two parties under the agreement between The Montreal Dress Manufacturers' Guild and the International Ladies Garment Workers' Union, summarized below.

Agreement to be in effect from August 27, 1951, to August 26, 1952, and thereafter from year to year, subject to notice. However, should there be a substantial increase in the price received by the company for gold, either party may, on 10 days' notice, re-open the agreement on the matter of wage rates and classification adjustments.

Collection of union dues: the union may delegate not more than 2 representatives who

may use the facilities in the "Gate House" 2 days per month for the purpose of collecting union fees and dues.

Hours: 48 per week; underground—8 hours from collar to collar per shift, but variations not exceeding 15 minutes which do not occur consistently are to be disregarded, while delays in excess of 15 minutes will be considered as time worked and paid for at straight time, except if delay is beyond company's control. **Overtime:** time and one-half for work in excess of the regular daily hours or in excess of 48 hours per week; double time for work on 5 specified *paid holidays* (previous agreement did not provide for any paid holidays).

Vacation with pay: to employees with one year's seniority 6 working days, to those with 5 or more years of seniority 12 working days.

Hourly wage rates for certain classifications: underground, mining—shaft leader \$1.36, shaftman \$1.30, shaft hoistman \$1.25, shaft deckman \$1.21; machineman, timberman \$1.15, helpers \$1.08; loading and handling—skip tender, cage tender \$1.21; helpers \$1.18, motorman, chute blaster \$1.19; loader, deckman, trammer \$1.15; muck machine operator \$1.15, helper \$1.08; crushing—crusher \$1.19, conveyor \$1.15; mining general—hoistman \$1.34, electrician \$1.25 to \$1.34, pumpman \$1.25; sanitary man, toolroom operator \$1.21; powderman (fusehouse), sampler \$1.20; lampman \$1.15; pipefitter, trackman \$1.21, helpers \$1.15; surface, assayer—furnacemen \$1.18 and \$1.11, helpers \$1.08; shops—plateworker, pipefitters \$1.15 to \$1.40; welder \$1.30 and \$1.40, drill repairmen \$1.25 and \$1.30; blacksmiths \$1.30, helper \$1.15; steel sharpener \$1.20 to \$1.30, helper \$1.05; machinist \$1.15 to \$1.30, helper \$1.05 and \$1.10; electricians \$1.10 to \$1.30; mechanical—hoistmen \$1.34, rigger \$1.20 to \$1.40, firemen \$1.15 and \$1.20; milling—experienced laboratory operator, solution operator, ball mill operator, flotation operator \$1.24; repairman \$1.15 and \$1.18; filter operator, classifier operator \$1.18; labourer \$1.05 and \$1.09; miscellaneous—hall attendant \$1.25; painter, janitor \$1.20; truck driver \$1.11 to \$1.20; labourer \$1.05 to \$1.20. (The above rates include a cost-of-living bonus of 10 cents per hour paid prior to the present agreement and a blanket increase of 5 cents per hour retroactive to August 1, 1951.)

Seniority rights shall be based on plant and departmental seniority, the first to be used as a basic factor in lay-offs and recalls and the second for promotional and demotional purposes after the requirements and efficiency of the operation and the ability, knowledge, training and skill of the individual to fill the normal requirements of the job have been given primary consideration. Nothing in this agreement shall prevent the company from re-employing former regular employees who left its services to join the active armed forces or merchant navies of Canada or the United Nations, in any capacity or jobs which the company may consider suitable and to grant to such employees seniority ranking determined by the length of continuous service with the company plus the length of service in such armed forces or merchant navies.

Provision is made for *grievance procedure*.

Manufacturing

Women's Dresses—Montreal, P.Q.—The Montreal Dress Manufacturers' Guild and the International Ladies Garment Workers' Union, Locals 205 and 262 (Montreal Joint Board Dressmakers' Union).

Agreement to be in effect from August 1, 1951, to July 31, 1954; thereafter it shall be automatically renewed for a further period of 2 years.

Union security: closed shop.

Hours: 8 per day, 8 a.m. to 5 p.m., with one hour off for lunch, Monday through Friday, a 40-hour week. **Overtime:** a total not exceeding 8 hours in each week during first 4 working days shall be permitted, provided that not more than 2 hours overtime is worked in any one day. Time and one-half will be paid for work between 5 and 6 p.m., if in excess of 40 hours per week, and for all work after 6 p.m. During the period from April 1 to June 30 the employer has the right to deduct from overtime of piece-workers all time lost through lateness in coming to work or through absence from work of the employee's own volition. No work shall be performed or permitted on Saturdays, Sundays, and on 6 specified holidays, 3 of which are *paid holidays* for employees who have worked in the dress industry at least one year and for the same employer a minimum of 3 months. However, any employee absent one day, except for valid reasons, during the work week in which a paid holiday falls will be entitled to only 80 per cent of the pay granted for such holiday, if absent 2 days to only 50 per cent and if absent more than 2 days the employee will not receive any holiday pay.

Division of work: in slack times the available work shall be divided as equally as possible among all employees of a factory. No work shall be sent to outside shops unless all workers in the inside shop are fully employed, except that an employer may send a reasonable amount of work to his regular contractor with the permission of the union. There shall be no home work.

Rest period: during each afternoon all work shall cease for a 15-minute period of rest.

Vacations with pay: beginning as of June 15, 1951, all employers, coming within the scope of this agreement, shall pay each week 2 per cent of their weekly payroll for all eligible employees into a Vacation with Pay Fund. Out of this fund all eligible employees will be paid 2 per cent of their earnings for an annual vacation with pay. The fund shall be administered by a committee appointed in equal numbers by the two parties to the agreement. The employers will pay the expense of its administration.

The Guild agrees to expel any of its members who do not sign this agreement or an agreement to abide by the terms and conditions of this agreement. The union will not make an independent agreement with

such expelled members or with any other manufacturers upon more favourable terms as to hours, wages and conditions than are provided in this agreement.

Minimum hourly wage rates: cutters, skilled \$1.20, semi-skilled 95 cents; pressers, male \$1.10, female 70 cents, assistant 55 cents; special machine operators, "A" 55 cents, "B" 47½ cents; operators, sample makers 65 cents, drapers 58 cents, finishers 52 cents, examiners 50 cents, general hands 47½ cents (employees whose productivity is below that of the average skilled worker may be granted permission to work at rates lower than the above); apprentices (starting rates), cutters and pressers (male) 64 cents, pressers (female and assistant) 40 cents, all others 37½; the above rates for apprentices are to be increased after every 3 months until the minimum rate for the respective craft is reached. Revision of the above minimum wage rates shall be made within 6 months by mutual consent; in the event of a disagreement the dispute shall be submitted to the impartial chairman (arbitrator). The present differential between union and non-union shops shall not be increased dollar-wise. Both parties shall do everything necessary to bring such revision into effect for the entire industry. The parties agree to submit to arbitration the issue as to whether or not the bonuses since January 14, 1949, as well as future bonuses, are to be included in the minimum scales of wages and also the unions' demand that the employees be paid an increase in the cost-of-living bonus to compensate them for the increase in the cost of living since the last award to August 1, 1951.*

Escalator clause: "an escalator clause is hereby provided for increases or decreases in the cost-of-living bonus based on changes in the cost-of-living bonus index during the five-year agreement. Disputes under this clause to be submitted for final decision to the Impartial Chairman."

Sick, Health and Welfare Fund and Death Benefits Fund: the employers agree to continue to contribute ¾ of 1 per cent of the weekly payroll to the Montreal Dress Industry Sick, Health and Welfare Fund which is administered jointly by the parties. The employees shall contribute ¼ of 1 per cent of the weekly wages, same to be deducted from their pay by the employer. The Welfare Fund shall contribute to the International Ladies Garment Workers Union Death Benefit Fund \$4 per annum per member; this sum, together with the individual payments of the union members, will entitle each such member to a death benefit of \$1,000.

Health centre: commencing August 1, 1951, each employer shall pay ½ of one per cent of the weekly payroll to the Montreal Dress Industry Sick, Health and Welfare Fund for the establishment and maintenance of a health centre for the benefit of all eligible employees. This health centre is to be organized and maintained jointly by the parties through a Board of Trustees.

*Newspaper reports indicate that, effective September 1, 1951, cutters and pressers were awarded an increase of 8 cents per hour and all other time and piece workers an increase of 6 cents per hour. The award also provided adjustments for apprentices.

Retirement Fund: effective August 1, 1952, employers shall make a contribution, based on the weekly payroll, for the purpose of establishing and maintaining a retirement fund for the benefit of all employees, members of the union, covered by the agreement. The amount of such contribution shall be determined by the impartial chairman on the basis of the following benefits to employees: a pension of \$600 per annum payable to male employees who have reached the age of 65 years and to female employees who have reached the age of 60 years, provided they have worked in the industry and been members of the union a minimum of 10 years. The fund is to be administered jointly by the two parties.

Provision is made for an apprenticeship plan and grievance procedure.

Pulp and Paper—Ocean Falls, B.C.—
Pacific Mills Limited and International Brotherhood of Paper Makers, Local 360, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 312.

This agreement conforms to the "Standard Labour Contract of the Pulp and Paper Industry in the Province of British Columbia." It is to be in effect from July 1, 1951; it may be opened for collective bargaining as to changes upon notice on or before May 1, 1952, or any subsequent year. If negotiations, following such notice, break down either party may terminate the agreement after 10 days' notice.

Union security: the company will co-operate with the unions in obtaining and retaining members; any employee who is now a member in good standing, or who becomes or is reinstated as a member of either union shall, as a condition of continued employment, maintain such membership in good standing.

Hours: 8 per day, an average of 42 (previously 44) per week; however, the company may initiate the 40-hour week during the current contract year. **Overtime:** time and one-half for work in excess of 8 hours in any one day (except for tour workers when due to absence without notice of mates or change of shifts) or in excess of 42 hours (40 hours, if the 40-hour week is implemented) average per week and for work on Sunday or the designated day off: double time and one-half for work on 5 specified paid holidays.

Vacations with pay: one week for employees with one year's continuous service in which two-thirds of the full time hours have been worked or, if employed less than a year, if 1,500 hours have been worked; two weeks for employees who have qualified for 3 one-week vacations, and 3 weeks for those who have qualified for 15 one-week vacations; employees with less than one year's service or 1,500 hours work will be granted one-eighth of a day for each week of actual work.

Hourly wage rates for certain classes: beaters—beater engineer \$2.16, alum and size maker \$1.67, beaterman \$1.46 to \$1.63, mix tank operator \$1.45, broke beaterman \$1.42, cleanup man \$1.40 and \$1.42; finishing room—news scaleman \$1.55, rewindermen \$1.47 and \$1.55; news rewinderman \$1.52,

helper \$1.40; corecutter \$1.51, cuttermen \$1.46 and \$1.51; news capper \$1.48, helper \$1.42; kraft scaleman, ream cutter, band sawyer, coremaker \$1.49; bundle tier, piling and baling skids \$1.43, silicate maker \$1.42; groundwood mill—jiggerman and utility \$1.54, deckerman \$1.52, screen tender \$1.50, grinderman \$1.48; woodman, cleanup man, bunkerman, conveyor man \$1.40; kraft mill (kraft mill rates revised as at November, 1951)—kraft cook \$1.75, helper \$1.44; wash-room operator \$1.51, screen tender \$1.47, chip bin man \$1.42, causticizing operator \$1.60; evaporator operator \$1.45, lime burner \$1.51, rock man \$1.40; logging—scaler \$1.93, skipper \$1.90, dozer operator \$1.84; donkey operator \$1.78 and \$1.93; boommen \$1.56 to \$1.78; paper machines—machine tender \$1.93 to \$2.80, back tender \$1.70 to \$2.55, windermen \$1.52 to \$2.09, helpers \$1.44 to \$1.61; roll buckler, hoistman \$1.40; sawmill—sawyer \$2.33, edgerman \$1.68, setter \$1.63; trimmerman, slipman \$1.56; tail sawyer, jump sawyer \$1.50; oiler \$1.49; slasherman, hogman \$1.42; picker, flume tender \$1.40; sulphite mill—sulphite cook \$1.85, helper \$1.42; blow pit operator \$1.44, screen tender operator \$1.50, acid maker \$1.55, bleach plant operator \$1.64; townsite maintenance—tradesmen, class "A" \$1.89, class "B" \$1.71, class "C plus" \$1.60, class "C" \$1.50, class "D" \$1.44; apprentices (electrician, machinist or tinsmith) from \$1.23 during first 6 months to \$1.76 during tenth 6 months; gardener \$1.53, truck driver \$1.46; labourer, janitor \$1.40; longshore—winchmen \$1.81 and \$1.90, hatch-tender \$1.75; slingers, men working in the hold \$1.63; signalmen \$1.56. Longshore crews will be paid a bonus of 10 cents per hour extra when unloading sulphur from a ship or barge.

Escalator clause: effective November 1, 1951, and March 1, 1952, a cost-of-living adjustment will be made, based on the Dominion Bureau of Statistics' cost-of-living index: for each 1-3 points variation in the index from the June 1, 1951 index figure an adjustment of one cent per hour will be made, upward or downward, but in no case will the adjustment decrease the above basic wage rates.

A *night shift differential* of 6 cents (previously 5 cents) per hour will be paid for all work performed during the second half of the second shift and during all of the third shift. However, longshore crews are paid time and one-half for work between the hours of 5 p.m. and 8 a.m., regardless of whether or not they already put in 8 hours.

Seniority: in promotions or lay-offs and in re-employment of seasonal employees, other things being equal, the principles of seniority will be the governing factor.

Provision is made for *grievance procedure* and the *safety* of employees.

Wiring Devices—Georgetown, Ont.—Smith and Stone Limited and the International Brotherhood of Electrical Workers, Local 788.

Agreement to be in effect from March 25, 1951, to February 28, 1954, and thereafter from year to year, subject to 60 days' notice.

Check-off: voluntary but irrevocable.

Hours (except for continuous shifts): from March 25, 1951, to the nearest pay period at the end of February, 1952—8-7 per day, Monday through Friday, a 43½-hour week; from the end of February, 1952, to the end of February, 1953—8-4 per day, Monday through Friday, a 42-hour week; thereafter—8 per day, Monday through Friday, a 40-hour week (previous agreement provided for 9 hours per day, Monday through Friday, a 45-hour week). Continuous shifts shall be arranged so as not to exceed, during a cycle of 3 shift changes, an average of 45 hours (previously 48 hours) per week. *Overtime* (except for shift workers): time and one-half for the first 5 hours and double time thereafter for work in excess of 9 hours per day Monday through Friday and for work on Saturdays and Sundays. Three months after the 40-hour week becomes the standard work week overtime rates will apply on the basis of an 8-hour day. On continuous shifts time and one-half for the first 5 hours and double time thereafter will be paid for all work in excess of the scheduled work day and the scheduled work week except that overtime rates will not be paid for overtime up to one extra shift caused by the failure of an employee's relief to report as scheduled, unless thereby the weekly hours worked exceed the scheduled work week. Time and one-half will be paid for all work performed on 4 specified holidays and double time for work on 4 other specified holidays.

Vacations with pay: after 3 months' service, one week with 2 per cent of vacation year earnings, after 3 years' service one week with 3 per cent of earnings, after 5 years' service 2 weeks with 4 per cent of earnings and after 20 years' service 2 weeks with 6 per cent of earnings (this last provision is a new one).

Wage rates: maximum hourly basic wage rates when on production bonus—heavy operations 71 cents, light operations 53 cents; automatic hourly increase rates (where they apply)—light operations 44 cents, after 6 weeks 48 cents, after 12 weeks 55 cents; heavy operations 63 cents, after 6 weeks 68 cents, after 12 weeks 74 cents. In addition to the above rates, hourly rated employees will be paid 4-45 per cent of the basic rates in lieu of an attendance bonus. Workers' rates in the maintenance, inspection, cleaners, tool room, boiler tenders and special products departments do not have automatic increases; the rates are subject to foreman recommendation in accordance with the existing wage schedule. As the standard hours of work are reduced from 45 to 40 hours per week a premium totalling 12½ per cent of the total base rate, cost-of-living bonus and the amount paid in lieu of the attendance bonus will be paid as follows: 3½ per cent when the standard daily hours are reduced to 8-7, 3½ per cent when they are reduced to 8-4, and 5½ per cent when they are reduced to 8 hours.

Escalator clause: the cost-of-living bonus plan agreed to on July 4, 1947, and based on the Dominion Bureau of Statistics' cost-of-living index at March 1, 1947 (127.9), will be continued in effect: for each 5-point variation in the index the bonus is increased or decreased by 2.77 cents per hour; in no event will the above basic wage rates be reduced during the term of the agreement.

Off-shift differential: a premium of 5 cents per hour will be paid for regular off-shifts (shifts commencing at 3 p.m. or after).

Christmas bonus: the company agrees to pay a Christmas bonus to all hourly-rated employees on the basis of 2 per cent of annual earnings with a minimum payment of \$5. Employees leaving the company after at least 4 months' service will be paid 2 per cent of their earnings during the current years.

Provision is made for *seniority rights, grievance procedure* and the *health and safety* of employees.

Chemical Products—Shawinigan Falls, P.Q.—Canadian Industries Limited (Shawinigan Consolidated Works and Shawinigan Alkali Works) and *Le Syndicat National des Employés de Canadian Industries Limited de Shawinigan Falls Inc. (CTCC).*

Agreement to be in effect from November 19, 1951, to November 18, 1953. Either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within 2 months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith.

Check-off: voluntary and revocable.

Hours: the normal daily hours shall vary for shift workers from 8 per day for 6 days in a week to 8 per day for 5 days in a week and for day workers from 8 hours per day Monday through Friday and 4 on Saturday to 8 hours per day Monday through Friday in accordance with the schedule established from time to time for such employees. *Overtime:* time and one-half for work in excess of the normal daily hours and for work on the regularly assigned day of rest and, in 1952 only, on one specified holiday; double time for work on 7 specified *paid holidays* in 1952 and on 8 paid holidays in 1953 (previous agreement provided for 6 paid holidays).

Rest and wash-up periods: all employees will be granted a 10-minute rest period during each 4-hour period of normal scheduled work. Day workers will be granted 5-minute wash-up periods before their lunch and before the end of their working day.

The company's contribution to employee's health insurance and the application of the Industrial Relations Plans (Vacation Plan for Payroll Employees, Disability Wage Plan for Payroll Employees, Retirement and Disability Pension Plan, Service Pin and Watch Plan, Life Insurance Benefit Plan) shall continue in respect of the employees in conformity with their general application throughout the company.

Wage rates: on November 16, 1951, the rates which were in effect on November 15, 1951, were to be increased by 22 per cent plus 7 cents; such rates to be effective until the 42-hour week was implemented, which was not to be later than December 15, 1951, when the rates listed below were to become effective. All employees on the payroll on November 16, 1951, and those laid off since

October 1, 1951, because of lack of work, were to receive a payment from the company equal to 22 per cent of the rate in effect for each employee multiplied by the number of hours paid at such rate between May 15, 1951, and November 15, 1951.

Hourly wage rates, effective from the time of implementation of the 42-hour week (not later than December 15, 1951), for certain classifications: cellophane operations, males—hiring rate (maximum 90 days) \$1.20; plant serviceman, janitor, drum operator, reject roll checker, roll packer helper \$1.34; stockman, core cutter, stock checker, roll packer \$1.37; material checker, slitter helper, packer-checker \$1.41; steeping operator, wet churn operator, preliminary cutter operator, reslitter operator \$1.47; bath operator, wind-up operator, final cutter, slit roll inspector \$1.51; solvent recovery operator, dry end operator, process analyst \$1.54; wet end operator, slitter operator \$1.58; tower operator, raw material analyst \$1.62; casting machine operator \$1.71; females—carton peeler 89 cents, stock size helper 93 cents; wrapper, label maker, order checker 96 cents; charting clerk \$1.01, label checker \$1.05; sponge and polythene operations, males—\$1.20 to \$1.54, females—96 cents and \$1.05; alkali operations (males) \$1.20 to \$1.71; maintenance—apprentices (minimum) \$1, hiring rate \$1.20, labourer, janitor, electrician helper 2, instrument mechanic helper \$1.34; pipefitter helper 2, millwright helper 2 \$1.37; lead burner helper, truck operator, electrician helper 1 \$1.41; millwright helper 1, instrument mechanic 3, tractor operator \$1.47; pipefitter 3, blacksmith, lead burner 3 \$1.51; millwright 3, pipe coverer \$1.54; electrician 2, general mechanic \$1.58; millwright 2, shop metal worker 2, instrument mechanic 2, lead burner 2, pipefitter 2 \$1.62; welder 1 \$1.68; welder-metallizer, shop metal worker 1, electrician 1, pipefitter 1 \$1.71; millwright 1, instrument mechanic 1 \$1.75; shift engineman 1 \$1.78; lead burner \$1.83. Working leaders will be paid 5 cents per hour more than the highest scheduled hourly rate paid to any employee in their group.

Escalator clause: employees will be paid a cost-of-living bonus equivalent to one cent per hour for each full increment of 1.1 points by which the Dominion Bureau of Statistics' cost-of-living index, as published in the months in which the adjustments are to be made, exceeds 190.4 (index figure for October 1, 1951, as published in November, 1951). Adjustments are to be made quarterly, commencing at the first pay period after February 1, 1952. In no event will a decline in the index below 190.4 provide a basis for a reduction in the wage rates. If the cost-of-living index is discontinued or its method of calculation or the base period changed the parties will meet to negotiate an equivalent basis of calculating the cost-of-living bonus.

Off-shift differential: a premium of 6 cents (previously 5 cents) per hour will be paid for work on regularly scheduled evening or night shifts commencing between the hours of 3 p.m. and 3 a.m.

Provision is made for *seniority rights, grievance procedure* and the *safety and health* of employees.

Paints and Varnishes—Toronto, Ont.—
Canadian Industries Limited (Toronto Paint and Varnish Works) and Canadian Chemical Division, District 50, United Mine Workers of America, Local 13,037.

Agreement to be in effect from December 24, 1951, to December 23, 1952. Either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of two months prior to the expiry date.

Check-off: voluntary but irrevocable.

Hours: for employees other than watchmen and shift engineers 8 per day 5 days per week, a 40-hour week (previously 44 hours per week); for watchmen and shift engineers the normal number of hours shall vary from 8 per day for 5 days a week to 8 per day for 6 days a week, in accordance with the schedules of work (previously 48 hours per week).

Overtime: time and one-half for work in excess of the normal daily hours; double time for work on Sunday or, in the case of shift engineers and watchmen, on the regularly assigned day of rest and on 8 specified paid holidays.

Rest and wash-up periods: rest periods of 15 and 10 minutes will be granted to employees on day shift and day work and 2 periods of 10 minutes each to employees on the night shift. In addition, employees will be allowed a 5-minute wash-up period twice a day; longer wash-up periods will be allowed some employees, depending on their occupation.

Hourly wage rates: laboratory—service-man, viscosity tester \$1.34; laboratory tester \$1.40, technician \$1.47; mixing and grinding—varnish blender \$1.47; grinder, paste mixer \$1.57; PX rolls operator \$1.67; pyroxylin—elevator operator \$1.34; service-man \$1.40; lacquer and thinner maker, gum cutter \$1.47; reducing and tinting—reducer \$1.47; tinter, small batch \$1.57, large batch \$1.67; varnish—kettle loader, reducer \$1.57; kettleman \$1.67; specialties—packer \$1.20, serviceman \$1.34, operator \$1.47; lye vat and drum preparation—drum cleaner and trucker \$1.34, lye operator \$1.40; filling—labeller, lid stamper \$1.20; label distributor \$1.25; carton stitcher \$1.34; machine labeller, multigrapher, bulk stockkeeper, filler \$1.40; warehouses—truckers \$1.40 and \$1.47, elevator operator \$1.34, distributor \$1.40; shipper, towmotor operator, stock-keeper \$1.47; mechanical—matron \$1.20, plant cleaner, gateman \$1.34; maintenance stockkeeper, watchman, mechanic's helper \$1.40; mechanic improver, oiler, painter \$1.57; shift engineer \$1.67; mechanic, welder, electrician, carpenter, machinist \$1.72. The above rates are from 14 to 20 cents per hour higher than the previous rates.

A shift premium of 5 cents an hour will be paid for all shift work which begins at or after 3 p.m. and before 3 a.m. Employees on the midnight-to-morning shift will receive a one-half hour paid lunch period.

Seniority shall govern on all occasions when a lay-off, promotion, transfer or other adjustment of personnel is necessary, provided the senior employee is qualified to do the work at least as well as the other employees concerned.

Provision is made for the continuation of the Joint Production Committee, grievance procedure and the safety and health of employees.

Trade

Dairy—Edmonton, Alta.—Edmonton City Dairy Company (Silverwood Western Dairies Ltd.) and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514.

Agreement to be in effect from October 1, 1951, to September 30, 1952, and thereafter from year to year, subject to 90 days' notice.

Union security: the company agrees to employ men who will become members of the union within 30 days.

Hours: 88 per 2-week period. **Overtime:** time and one-half for work in excess of the above hours and for work on 8 specified holidays.

Vacations with pay: any employee with 10 months' service prior to August 1, shall receive one day for each 2 months of service, a minimum of 5 and a maximum of 12 days.

Sick leave: employees will be allowed 6 days' sick leave with full pay per year.

Minimum monthly wage rates: general plant help—general labour, barn help \$183.26 to \$193.26; semi-skilled labour—pasteurizers, swing men, dry milk machine operator, cooler man, bottlers \$193.26 to \$203.26; skilled labour—butter maker, ice cream makers, checker, cream grader, shipper, blacksmith \$203.26 to \$213.26; general truck drivers \$193.26 to \$203.26, ice cream truck drivers \$198.26 to \$208.26, wholesale truck drivers \$203.26 to \$213.26; retail route foremen \$47.80 per week plus commission, retail route salesmen \$41.01 to \$43.32 per week plus commission. Retail salesmen will be allowed an additional \$5 per month to cover bad debts and breakages.

Escalator clause: in addition to the above wage rates, employees will be paid a cost-of-living bonus based on the Dominion Bureau of Statistics' cost-of-living index: for each one point change in the index from 180 points, wages will be adjusted, upward or downward, 25 cents per week or \$1.08 per month. Adjustments will be made quarterly.

Provision is made for the settling of controversies.

Service

Hotels—Edmonton, Alta.—Certain Hotels and Hotel and Restaurant Employees' and Bartenders' International Union, Local 269.

Agreement to be in effect from November 15, 1951, to November 14, 1952, and thereafter from year to year, subject to 30 days' notice.

Union security: the agreement provides for maintenance of membership; however, union members may withdraw from the union during the 15 days prior to the anniversary date of the agreement.

Check-off: voluntary and revocable.

Hours: 8 per day, 6 days a week, a 48-hour week; the working hours on a split shift shall be confined within 10 hours.

Overtime: time and one-half for work in excess of 8 hours in any one day and for work on the assigned day of rest and on 8 specified paid holidays.

Vacations with pay: after one year's service one week, after 2 years' service 2 weeks and after 10 years' service 3 weeks.

Sick leave: after one year's service employees will be entitled to not less than 6 days' leave with pay if absent from duty because of personal sickness, compulsory quarantine or non-industrial accident.

Minimum weekly wage rates: clerks \$44.50, porters \$45.50, elevator operators \$36.50, switchboard operators \$39.10, housekeepers \$41, chambermaids \$34.75; bell boys, under 21 years of age \$33, over 21 years of age \$39.50. All employees who are members of the union shall receive an increase in proportion to that received by the above classifications.

Uniforms: all uniforms or special articles of wearing apparel worn by the employees on duty shall be supplied and laundered by the employer, without cost to the employee.

Seniority shall apply in cases of lay-off and rehiring after lay-off, provided merit and ability of the employee concerned is sufficient.

Provision is made for *grievance procedure*.

Civic Employees—Verdun, P.Q.—The City of Verdun and the Canadian Brotherhood of Municipal Employees, Local 2 (CCL).

Agreement to be in effect from January 1, 1952, to December 31, 1953, and thereafter for a further period of 24 months, subject to notice.

Check-off: the city agrees to deduct monthly union dues from the pay of union members who so authorize and to remit same to the union. The authorization may be revoked only within the 2 months before the expiry date of the agreement.

Hours: in the winter—8 per day, Monday through Friday, 4 on Saturday, a 44-hour week; in the summer, during the period of daylight saving time (as a trial)—9 per day, Monday through Friday, a 45-hour week. **Overtime:** time and one-half for work in excess of the above daily hours and, in the summer, for all work on Saturdays; double time for work on Sundays and on 11 specified holidays, except that employees required

for snow removal or street sanding on those days will receive time and one-half for such work. However, employees who have completed 3 years of continuous service shall not work on 11 specified holidays but will be paid at the regular rate (previous agreement provided for 6 paid holidays for employees who had completed 5 years' continuous service). In addition, employees with 3 or more years of continuous service will be entitled to 3 days' leave in case of death in the immediate family; if the funeral takes place more than 50 miles from Verdun an additional day will be granted.

Vacations with pay: after one year's continuous service one week, after 3 years' continuous service 2 weeks and after 15 years' continuous service 3 weeks; employees with less than one year's service will be entitled to one-half day for each month of continuous service.

Paid sick leave: employees with less than one year's continuous service will be paid their full wages for the first 2 weeks of absence due to sickness; however, if the sickness lasts only 3 days or less they will not be paid for such time. After 3 years of continuous service, employees will be entitled to sick leave with full pay for 12 working days per year; such sick leave shall accumulate and, upon retirement or upon leaving the service, employees will be paid their full wages for the number of days of sick leave to their credit, up to a maximum of 180 days.

Hourly wage rates: electricians (electronic) \$1.35; carpenters, plumbers, painters, blacksmiths, electricians \$1.25; plumbers' helpers, blacksmiths' helpers \$1.05; mechanics \$1.15 to \$1.25, helpers \$1 to \$1.10; cement finishers \$1.20; watermain plumbers \$1.13; bulldozer, shovel loader, sweeper, flusher, grader operators \$1.15; compressor or mixer operators, truck or tractor drivers \$1.10; gardeners, garbage men \$1.05; tree trimmers, special labourers, watermain and sewer cleaners \$1.03; labourers \$1, watchmen 85 cents; comfort station attendants \$35 (per 50-hour week). The above rates are 20 cents per hour higher than the previous rates.

Seniority: ability being equal, seniority shall be the governing factor in determining temporary lay-offs, re-employment, promotions and dismissals.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the amendment of three agreements, all summarized below.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and

employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

A request for the amendment of the agreement for the building trades at St. Jérôme was gazetted December 22. Requests for new agreements for lithographers at Montreal and for barbers and hairdressers in the counties of Argenteuil, Deux-Montagnes, Laval (Jésus Island only) and Terrebonne, and requests for the amendment of the agreements for the men's and boys' clothing industry in the province and for hospitals and charitable institutions at Quebec were gazetted December 29; a request for the amendment of the agreement for metal trades at Quebec was published January 5; requests for the amendment of the agreements for the building trades at St. John, and at Montreal were gazetted January 12; requests for the amendment of the agreements for trade and office employees at Arvida, for the building trades at Hull, and for barbers and hairdressers at St-Jean and Iberville were all gazetted January 19.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving and amending the levy of assessments on the parties to certain agreements.

Manufacturing

Bakery Products, Quebec

An Order in Council, dated December 13, and gazetted December 29, amends the previous Orders in Council for this industry (L.G., Jan., 1951, p. 63, May, p. 690). This agreement now applies to all production, storing, sales and delivery employees working in bakeries, pastry-shops or biscuit-shops but does not apply to office employees, travelling salesmen, or salesmen paid on a commission basis only.

Territorial jurisdiction now comprises the cities of Quebec and Lévis, cities and towns within a radius of 35 miles from their limits, and village or parish municipalities within 35 miles from their limits for shops with more than 20 employees.

Overtime: time and one-half for all hours worked in excess of the regular work week and for work on Sundays, 9 specified holidays, and the day following Christmas and New Year's. When one or more of the above holidays occur in one week, the regular work week shall be reduced to 45 hours. In the event of 3 successive holidays, one will be worked at regular rates, such day to be decided by the Parity Committee.

Minimum wage rates in bread bakeries: in establishments with more than 6 employees—head journeyman baker or assistant foreman \$47 per week; in establishments with 6 employees or less—head journeyman baker or assistant foreman \$44. Minimum rates for other classifications: doughmaker, leaven man \$42; ovenman \$41; weigher, panner, journeyman baker \$40, helpers \$30; apprentices from \$18 in first

6 months to \$27 during third year; occasional journeyman bakers \$7 per day. (The above rates are from \$2 to \$6 per week higher than those formerly in effect.)

Minimum wage rates in pastry and biscuit-shops: in establishments with more than 6 employees—head journeyman pastry-cook, departmental head or assistant foreman \$47; in establishments with 6 employees or less—head journeyman pastry-cook, departmental head or assistant foreman \$44; male and female employees producing cakes, biscuits or pastries of all kinds—20 per cent will be paid a minimum of \$30.24 per week, 40 per cent a minimum of \$24.64, and the remaining 40 per cent a minimum of \$17.92. (The above rates are \$6 per week higher than those previously in effect for head journeymen pastry-cooks, departmental heads, etc., and the rates for other classifications represent increases ranging from \$1.92 to \$3.24 per week.) Minimum wage rates for those employees, male and female, engaged in packing, orders and sampling in pastry-shops—20 per cent will be paid a minimum of \$20.16 per week, 40 per cent a minimum of \$17.92 and the remaining 40 per cent a minimum of \$15.68. Minimum rates for male and female employees engaged in warehouse, delivery orders and sales in biscuit-shops—salesmen and employees taking orders on the road \$35 per week (guarantee); employees in charge of delivery \$34; other classifications 30 per cent will be paid a minimum of \$30.24 per week, 30 per cent a minimum of \$24.64, and the remaining 40 per cent a minimum of \$17.92.

Minimum weekly wage rates in the delivery department and for maintenance employees are from \$2 to \$3 per week higher and are now as follows: salesmen \$25 per week, salesmen's helpers \$18; deliveryman \$25. Maintenance men (watchmen, yardmen, stablemen, etc.) \$28, helpers \$18. The classification truck driver \$34 per week is added to those rates of the delivery department. New classifications are added to the table of wage rates as follows: garage employees—mechanics (wholly engaged in mechanical work) class "A" \$1.15 per hour, class "B" \$1, class "C" 90 cents; mechanics performing other operations and on mechanical work not more than 60 per cent of their time from 70 cents to \$1 per hour.

The regulation governing board and lodging is also amended.

Sheet Metal Manufacturing, Montreal

An Order in Council, dated December 20, and gazetted December 22, amends the previous Orders in Council for this industry (L.G., July, 1951, p. 976; Jan., 1952, p. 55).

Overtime: upon request of the majority of employees in any establishment, and subject to the agreement of their employer, an equivalent number of hours, outside regular working hours, may be worked any day, with the exception of Sundays, at regular rates, to substitute for December 24 and December 31, 1951.

Trade

Hardware, Paint and Building Materials Stores, Quebec

An Order in Council, dated December 13, and gazetted December 22, amends the

previous Orders in Council for this industry (L.G., April, 1948, p. 335, Nov., p. 1248; Dec., 1949, p. 1559; Jan., 1950, p. 80, Oct., p. 1681; Sept., 1951, p. 1253, and previous issues) by the addition of the following special provisions governing establishments engaged in the sale of:—

Building Materials

Hours: 49½ per week of 5½ days. Employees to have one hour for meals.

Minimum wage rates: manager \$57 per week; chief accountant, head sales clerk \$50; head warehouse clerk \$44; delivery man \$40, delivery man's helper (under 21 years of age) \$25, (21 or over) \$30; male office employees (bookkeepers) from \$18 per week in first year to \$46 in eighth year; ware-

house employee during first and second year \$31, after 2 years of experience \$36; temporary employees 80 cents per hour; female office employees from \$18 per week in first year to \$28.50 in fourth year. One-half of the male employees in each group will be paid the maximum wage for the group. Male office employees, after 7 years of experience, and warehousemen after 2 years of experience will continue to receive the minimum rate set for the seventh year (\$42 per week) or the second year of experience (\$31 per week), as the case may be, until a vacancy occurs in the first 50 per cent of either category. When a vacancy occurs in the first 50 per cent, any employee qualified as above, is automatically entitled to the maximum wages of his category by order in seniority of experience.

Industrial Standards Acts, Etc.

Schedules of wages and hours recently approved by provincial Orders in Council in New Brunswick, Ontario and Saskatchewan

Recent proceedings under the Industrial Standards Acts, etc.* include three new schedules, all summarized below.

NEW BRUNSWICK

Construction

Carpenters, Saint John

An Order in Council, dated November 27, and gazetted December 12, makes obligatory the terms of a new schedule for the carpentry industry at Saint John and within a radius of 15 miles excepting that part of the area lying north of the Kennebecasis

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August, 1951, p. 1110.

river. Schedule to be in effect from December 1, 1951, until April 30, 1952.

This schedule is similar to the one previously in effect and published in the *LABOUR GAZETTE*, November 1951, with the exception of the following:—

The minimum hourly wage rate is increased from \$1.32 to \$1.37 per hour. Hours remain unchanged at 8 per day, 40 per week.

ONTARIO

Construction

Carpenters, Kingston

An Order in Council, dated November 8, and gazetted November 24, makes binding the terms of a new schedule for the carpentry industry in the Kingston zone, to be in effect from December 4, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, 40 per week, as previously in effect. Work that cannot be performed during regular daily working hours may be done at night if an employee does not work in excess of 8 hours, this work to be known as *night work*. Work performed in 2 or more shifts, if an employee works not more than 8 hours in any 24-hour period, employee shall be deemed to be employed during a regular working day. Only one shift will be known as a day-shift.

Overtime: time and one-half for work done during the 4-hour period immediately following the working period of a regular working day, and on Saturday between 8 a.m. and noon; double time for all other overtime, and for work on Saturday afternoons, Sundays and 6 specified holidays. No work will be performed on a holiday except in cases of extreme necessity, and all such work will be subject to the issuance of a permit by the advisory committee.

The minimum hourly wage rate is increased from \$1.33 per hour (L.G., Nov.,

1948, p. 1250) to \$1.55 per hour for work done during regular periods, and for *night work*. Employees working on *night-shift* are entitled to 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for handicapped workers.

SASKATCHEWAN

Manufacturing

Bakery Products, Moose Jaw

An Order in Council, dated November 2, and gazetted November 10, makes binding the terms of a new schedule for bakers and bakery salesmen at Moose Jaw and within a radius of 5 miles, to be in effect from November 20, 1951, "during pleasure".

Hours: 8 per day, 44 per week for all employees other than salesmen, as previously in effect.

Overtime: time and one-half for all work in excess of 8 hours in any one day or 44 hours in any one week. Employees working on any of the specified paid holidays shall be paid, in addition to one day's wages at their regular rate, time and one-half their regular wage rate for every hour or part of an hour during which they work on such holiday. (This provision remains unchanged.)

Minimum weekly wage rates: doughman and cake mixer, ovenman \$48.50 per week; ovenman's helper, maintenance man's helper

\$39; bench and machine hands \$45.50; shipper \$46.50; bread wrapper \$43.50; bread wrapper's helper \$37.50; finishers and cake wrappers (female) \$36; janitor \$39.75; maintenance man \$48; bread racker and packer (female) \$33.50; stenographer \$36.50; handyman, truck driver \$43; barnman \$42; apprentices from \$34 in first year to \$39.75 in third year. (The above rates are from \$6.50 to \$7 per week higher than those rates formerly in effect.) Rates for outside salesmen: \$30 per week guaranteed or certain specified commissions on retail and wholesale sales, whichever is the greater, remain unchanged, but the following new provision is added: every salesman who earns less than \$45 per week is entitled to a weekly compensation of \$2.50. However, in no instance will this extra compensation make his wages more than \$45 for that week. New inexperienced employees will receive 10 per cent less than the rates established in the present schedule during the first 3 months and 5 per cent less in the second 3 months. All part time employees will be paid at a rate *pro rata* to the above schedule, provided that no employees will be called for part time work and be paid for less than 5 consecutive hours.

Extra compensation of 15 cents per hour (previously 10 cents) will be paid for all work performed between the hours of 9 p.m. and 6 a.m.

Other provisions include ratio of apprentices to number of journeymen employed and limitations on hours of delivery.

AFL and CIO Unions in New York City Join In Scheme to End Jurisdictional Disputes

AFL and CIO unions in New York city have joined in a scheme to eliminate jurisdictional strikes there. They have set up a joint board, the Joint Fact-Finding Board, AFL-CIO, to study rival claims and recommend which union should have jurisdiction.

Both the AFL and the CIO had previously taken steps to eliminate jurisdictional disputes between their own affiliates, the AFL by agreeing to the establishment of Joint Boards for the Settlement of Jurisdictional Disputes ("joint" here meaning employer-employee participation), the CIO by making enforceable agreements with its affiliates to accept the decision of an arbitrator authorized to decide which of the competing unions should appear on the ballot in representation elections. (L.G., Feb., 1952, p. 136.)

The New York scheme differs from these arrangements in that it is designed to settle

jurisdictional disputes between affiliates of the two major United States labour federations.

The new Joint Fact-Finding Board, AFL-CIO, has five representatives from both the New York City Central Labour Union (AFL) and the New York City Industrial Union Council (CIO). No provision is made for a tie-breaking vote, points out *Business Week* in an account of the Board's formation.

When AFL and CIO unions clash over jurisdiction, the Board will study the rival claims and recommend which union should have jurisdiction.

The Board's recommendations are not enforceable but the AFL and CIO city councils have agreed not to recognize any jurisdictional strike or picketing not cleared in advance by the Board. Thus, a local union which ignores a Board recommendation will be deprived of strike aid.

Legal Decisions Affecting Labour

Two Quebec cases deal with control by courts of bodies administering labour relations law. Quebec court awards damages to dependants of worker killed, in addition to benefits under workmen's compensation

The Quebec Court of King's Bench, Appeal Side, has ruled that participation of the teachers' union in Montreal in a strike contrary to the law was sufficient cause for decertification by the Quebec Labour Relations Board.

The Superior Court at Quebec held that the 1951 amendment to the Quebec Trade Disputes Act does not entirely exempt councils of arbitration from control by the courts. The decision was reached in a case concerning the shoe industry in the province.

The Superior Court at Montreal has found that a contractor failed in his duty to provide a safe scaffold for painters and found him liable for damages. The dependants of a worker killed in a fall from an unsafe scaffold were awarded damages in addition to the benefits received under the Workmen's Compensation Act.

Quebec Court of King's Bench . . .

. . . finds Quebec Labour Relations Board did not exceed its jurisdiction in decertifying union.

The Quebec Court of King's Bench, Appeal Side, at Quebec on October 5, 1951, allowed the appeal of the Quebec Labour Relations Board from a Superior Court judgment and quashed the writ of prohibition issued against the board to nullify its decertification of the *Alliance des Professeurs Catholiques de Montréal*. The Appeal Court held that the board had not exceeded its jurisdiction in decertifying the teachers' association for its participation in a strike, which was a violation of the Public Services Employees Disputes Act.

Mr. Justice St-Jacques reviewed the facts of the case. The alliance was certified by the Quebec Labour Relations Board in 1944 as the bargaining authority for French-speaking Catholic teachers employed by the Montreal Catholic School Commission and a collective agreement was concluded. The agreement was still in effect in May, 1947, when the alliance announced its desire to end it and demanded substantial salary increases. Subject to the provisions of the Public Services Employees Disputes Act, which applies to employees of municipal and school corporations, the dispute was submitted to a council of arbitration. Under this Act, all strikes and lockouts are prohibited. The award of a council

of arbitration is binding on the parties for a period of not more than a year, and may be enforced by the courts.

The award in this dispute, issued by the council in August, 1948, to cover the scholastic year 1947-48, did not satisfy the alliance, which appealed the award unsuccessfully to the Quebec Municipal Commission. In September the alliance renewed its demands and proposed a new collective agreement incorporating them. The chairman of the school commission explained that it was financially impossible to grant all these demands, and urged the alliance to accept the conditions of the arbitration award until the financial situation of the school commission might be improved by help from the provincial Government or by other means.

In October the alliance threatened to strike if necessary. Negotiations continued throughout the autumn and on three occasions the president of the alliance met the premier of the province, who promised that at the next session of the legislature, opening in February, 1949, efforts would be made to give financial aid to the school commission. However, on January 16, the alliance held a strike vote, and the teachers' seven-day strike began the next day.

The Labour Relations Board, at the request of the school commission, decertified the alliance on January 21 because of its participation in an illegal strike. To

nullify this decertification the alliance sought and obtained from the Superior Court a writ of prohibition which was confirmed on September 23, 1950. From this judgment the Labour Relations Board appealed to the Court of King's Bench.

Mr. Justice St-Jacques then outlined the reasons given for the Superior Court judgment, indicating the issues involved in the appeal. The Superior Court considered that the Labour Relations Board had revoked the certification of the alliance for insufficient cause, since the majority of teachers for whom it was the bargaining agent still belonged to the alliance. In the view of that court, the board had improperly decertified the alliance as a penalty for an illegal strike, since other penalties were provided for this offence in the Public Services Employees Disputes Act. It was held also that the board had not given the alliance full justice in removing its right to bargain without notifying its representatives and allowing them a hearing. In decertifying the alliance, the board was exercising a judicial power and so was subject to the control of the Superior Court, which was authorized by Article 1003 of the Code of Civil Procedure to issue a writ of prohibition whenever a lower court exceeded its jurisdiction.

In Mr. Justice St-Jacques' view, the primary question was whether the Labour Relations Board was subject to control by the Superior Court as a lower court exceeding its jurisdiction. He did not accept the argument that the board, in decertifying the alliance, was exercising a judicial or quasi-judicial power. He considered that the board was a governmental body established to assist the provincial Department of Labour in administering the Labour Relations Act, and that its functions were purely administrative. To support this view he cited the case of *Giroux v. Maheux* (1947) BR 163, in which the Appeal Court decided that the provincial Public Service Board for transport and communications was a governmental body exercising administrative but not judicial powers. In His Lordship's opinion, the Labour Relations Board was similarly an executive body.

Had the board exceeded its jurisdiction in decertifying the alliance for participation in an illegal strike? Mr. Justice St-Jacques quoted Section 2 (d) of the Labour Relations Act which in defining "association" states that it must be a *bona fide* union or group "having as object the regulation of relations between employers and employees and the study, defence and development of the economic, social and moral interests of its members, with respect

for law and authority." He concluded that it was the duty of the board, not only to determine whether a group applying for certification represented the majority of the employees for whom it wished to bargain, but also to inquire into the good faith of the group, so that stable relations may obtain between employers and workers for the development of the social and moral interests of its members, with due respect for law and authority. It was also the board's duty to see that the certified bargaining agent *continued* to have the character described in this definition of "association". Referring to Section 6 of the Act, which provides that the board must determine whether an association "is entitled" to be recognized as bargaining agent, His Lordship stated that this "right" is not given by the law but by the board, and that the association retains the right only as long as it does not by its actions give reason for decertification. In his opinion the inevitable consequence of the teachers' strike, a deliberate and flagrant violation of the law, was decertification of the alliance, even though the association still represented the majority of the teachers. In revoking certification, the board was performing its duty and did not exceed the authority given to it by Section 41 of the Act, which reads:—

The board may, for cause, revise or cancel any decision or order rendered by it or any certificate issued by it.

Mr. Justice St-Jacques then considered the question of whether the alliance should have been given a hearing before it was decertified. In his opinion, the alliance had no possible defence for its deliberate violation of the law. He said that Section 50 of the Labour Relations Act, which permits the board under certain circumstances to dissolve an association, requires that the association first be given a hearing. However, Section 41, under which the board acted in this matter, contained no such requirement. He agreed with the general principle that no person may be condemned by a court without a hearing, but reiterated his view that the board was a governmental body and not a court.

Coming back to the question of whether the board was subject to control by the Superior Court, Mr. Justice St-Jacques rejected the argument that a writ of prohibition is authorized when a lower court or a governmental body exercises discretionary power on grounds not valid in law and where there is no means of appealing from its decision. He maintained that it

was for the legislator and not for the courts to say when special means should be provided for examining the scope of jurisdiction or the competence of lower courts or of administrative bodies exercising quasi-judicial powers. This had been done in the case of the Public Service Board for transport and communications. The law establishing this board expressly states that there may be an appeal to the Court of King's Bench, Appeal Side, from a decision of the board on questions of competence or of law.

In respect to this point, His Lordship examined the position of the Labour Relations Board. The law creating it does not provide for an appeal from its decisions. Section 36 of the Labour Relations Act gives to the board all the powers, immunities and privileges of Commissions of Inquiry. Section 16 of the Public Inquiry Commission Act states that commissioners have the same immunity and privileges as judges of the Superior Court for any act done or omitted in the execution of their duties. Section 17 of the same Act states that no writ of injunction or prohibition may hinder or stop the activities of commissioners of inquiry. Mr. Justice St-Jacques concluded that the competence of the Labour Relations Board was not subject to discussion by any court and that its activities or decisions could not be restrained by a writ of prohibition.

Mr. Justice St-Germain agreed that the actions of the board in granting and revoking certification were purely administrative and not judicial or quasi-judicial. He also considered that, if the board had exceeded its jurisdiction, *certiorari* and not a writ of prohibition would have been the proper remedy. The writ of prohibition ordered the board to suspend all proceedings and particularly to suspend the execution of its decision to decertify the alliance. He pointed out that once the decision had been made there was no further action for the board to take in the matter; therefore, a writ of prohibition was useless and not a proper remedy. The same reason was given by Mr. Justice Barclay and Mr. Justice Casey for allowing the board's appeal. They declined to consider the other questions raised in the case.

Mr. Justice Gagné, although not convinced that the board was only an administrative body, considered that it had not exceeded its lawful jurisdiction. Section 41 of the Labour Relations Act gave the board power to revoke any certificate issued by it, and the alliance had undoubtedly broken the law by going on strike. While it might have been wise from the point of view of

good administration for the board to allow the alliance a hearing, this was not required by the Act.

For these reasons the court was unanimous in its decision to allow the appeal with costs, reverse the Superior Court judgment, and quash the writ of prohibition.* *Commission de Relations Ouvrières de la Province de Québec v. Alliance des Professeurs Catholiques de Montréal et Commission des Ecoles Catholiques de Montréal*, Rapports Judiciaires de Québec, [1951] BR Montréal, No. 10, 752.

Quebec Superior Court . . .

. . . confirms writ staying proceedings of council of arbitration in the province's shoe industry.

The Quebec Superior Court on June 13, 1951, continued a writ of prohibition issued at the request of *l'Association Patronale des Manufacturiers de Chaussures du Québec* on behalf of one of its members, The John Ritchie Co. Ltd., to nullify the authority of the council of arbitration set up to deal with a dispute between *l'Union Protectrice des Travailleurs en Chaussures de Québec Inc.*, and the employers' association. The Court held that a writ of prohibition may be issued against a council of arbitration that has not yet begun to function. It held further that the council of arbitration had been formed prematurely, since, in the court's opinion, a collective agreement extended by decree under the Collective Agreement Act was still in effect between the employer and the union.

The council of arbitration was established following a request to the Minister of Labour in February, 1951, for conciliation services as provided for in the Labour Relations Act. The union (*l'Union Protectrice des Travailleurs en Chaussures de Québec, Inc., CTCC*) was certified on November 14, 1950, as the bargaining agent for the employees of The John Ritchie Co. Ltd.

Mr. Justice Savard, giving his reasons for decision, explained that on May 25, 1951, the association of shoe manufacturers had obtained a writ of prohibition against the council of arbitration and against the three members of the council to forbid them to undertake any action or procedure or to make any arbitral decision in the dispute between the employers' association and the union of shoe workers. When the case came to court, the union contested the validity of the writ of prohibition on two grounds, claiming, first, that it was con-

*This decision has been appealed to the Supreme Court of Canada.

trary to Section 34 of the Quebec Trade Disputes Act, which prohibits the issuing of such writs against councils of arbitration, and, secondly, that a collective agreement was not in effect and therefore the establishment of a council of arbitration between the two parties was legal.

Dealing with the union's first argument, His Lordship examined Section 34 of the Trade Disputes Act, a section added in 1951:—

No writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against a council of arbitration or against any of its members, on account of a decision, a procedure or any act whatsoever relating to the exercise of their functions.

His Lordship believed that this section exempting councils of arbitration from control by the courts must be interpreted strictly, since it removes a right which the general law confers. In his opinion, it did not, as the union contended, prohibit the issuance of all writs of prohibition against councils of arbitration but merely those which had to do with "a decision, a procedure or any act whatsoever relating to the exercise of their functions". He concluded, therefore, that it did not prohibit a writ such as the one in this case, which was issued before the council of arbitration began to sit, and which was not directed at any decision, procedure or act relating to the exercise of its functions.

Secondly, the writ of prohibition had been issued on the ground that the formation of the council of arbitration was not legal while a collective agreement remained in effect. In its application for the writ, the association stated that the collective agreement of July 31, 1946, with its amendments, was kept in effect by a succession of orders in council to September 1, 1951. The union argued that a collective agreement was not in effect, holding that the Lieutenant-Governor in Council had no power to prolong a collective agreement but only to prolong a decree under the Collective Agreement Act making certain terms of the agreement obligatory. The fact that a decree was in effect until September 1, 1951, was no proof that a collective agreement existed.

Mr. Justice Savard found this argument unsound. He quoted from the Collective Agreement Act to show that the issuing of a ministerial decree under this Act always presupposes the existence of a collective agreement and either makes the agreement binding on employers and employees in the industry within a stated area, or prolongs, amends or repeals it. He stated that in the present case the term of the agreement

of July 31, 1946, had been extended by a series of orders under the Collective Agreement Act to remain in effect until September 1, 1951. Each time the agreement was due to expire, the interested parties had agreed on the amendments they thought necessary and, after an application for extension had been signed by all the parties, a decree had been issued prolonging the agreement until a stated date.

Since the collective agreement was to remain in effect until September 1, 1951, His Lordship considered that there was no reason for arbitration and that the council of arbitration had been constituted prematurely. He dismissed the union's claim and confirmed the writ of prohibition.*

L'Association Patronale des Manufacturiers de Chaussures du Québec et the John Ritchie Co. Ltd., v. De Blois et Autres et L'Union Protectrice des Travailleurs en Chaussures de Québec Inc., Mise en cause, Rapports Judiciaires de Québec, [1951] CS Montréal, Nos. 9 and 10, 453.

Quebec Superior Court . . .

. . . finds contractor liable for damages in fatal accident to painter working on unsafe scaffold.

In an action for damages under the Quebec Civil Code, the Superior Court in Montreal on March 19, 1951, awarded \$2,339 to the widow and children of a deceased workman, in addition to the sums already granted to them under the Workmen's Compensation Act. The court found the contractor who owned the scaffold from which the workman fell to his death liable for damages on the ground that the scaffold was not the recommended type of construction and was unsafe.

Mr. Justice Batshaw stated the facts which gave rise to the action. On February 25, 1948, a painter was killed when a plank of the scaffold on which he was working at the Champlain Theatre in Montreal broke and he fell some 20 feet to the ground. His dependants were awarded compensation under the Workmen's Compensation Act. Section 8 of that Act permits an injured workman or his dependants, in addition to claiming compensation under the Act, to bring an action under the common law against any person other than his employer to recover "any additional sum required to constitute, with the above-mentioned compensation, an indemnification proportionate to the loss actually sustained". In this case the widow and three minor children

*See report of decisions of councils of arbitration on a similar point (L.G., 1950, p. 1630).

of the painter claimed \$18,800 in damages against the owner of the scaffold under Article 1054 of the Civil Code, which makes a person responsible for the damage caused by things under his care, unless he can prove that he was unable to prevent the accident by reasonable means.

His Lordship reviewed the evidence concerning the construction of the scaffold. It was erected to a height of 24 feet in December, 1947, to enable carpenters, plasterers, electricians and painters to work on the ceiling of the theatre under construction. The platform was made of spruce planks two inches thick, eight inches wide and 12 feet long, placed with a space of eight inches between them. This meant that, when one plank broke, there was an open gap of 24 inches between the two planks on each side of it.

Mr. Justice Batshaw quoted the section of the Quebec Scaffolding Inspection Act which provides for the distribution of approved forms of standard scaffolds by the provincial Department of Labour to the municipalities, and by the municipalities to construction companies, and stipulates that no inspection certificate may be granted for scaffoldings not in accordance with the directions contained in such forms. It was established that the forms distributed show a scaffold platform with no space between the planks, so that if one plank were to break, there would be a space of only eight inches. The provincial inspector of scaffolds for the district and the chief inspector of buildings both testified that contractors are asked to have closed platforms because they are safer for the workmen. No person could fall completely through an eight-inch space. A representative of one of the largest construction firms in Canada stated that the scaffolds used by his company generally had platforms with solid floors, especially if the scaffolds were of considerable height. On lower scaffolds a space of from three to four inches between the planks would be permitted. He said, however, that it was not unusual for contractors to leave a small space between the planks to permit plasterers to throw down debris and thus prevent over-loading the platform.

His Lordship concluded from the evidence that the accident could have been prevented by reasonable means. If the closed type of platform recommended by the provincial law had been adopted, the accident could never have occurred. Even if some space between the planks were necessary for the plasterers' work, it was established that a three-inch space was sufficient. With a space of this width the

breaking of a plank would have created a 14-inch gap instead of a 24-inch one. Moreover, in Mr. Justice Batshaw's opinion, the contractor had failed to comply with Article 2 of By-Law 999 of the City of Montreal, which requires that "all scaffolds erected for the use of workmen engaged upon the erection, repair, alteration or demolition of any building or structure shall be so made and constructed as to safely bear the loads imposed upon them and to afford ample protection to the workmen and the public".

His Lordship then considered the question of the extent of damages payable in this case, where the plaintiffs had already received their awards under the Workmen's Compensation Act. He said first that Section 8 of the Act permitting an action for damages necessarily implies that the compensation provided to the workman or his dependants is not a complete satisfaction of the loss suffered. Counsel for the plaintiffs had urged that damages should be assessed so as to make up the difference between the monthly allowance awarded to the widow under the Act and the amount she would normally have received each month from her husband. His Lordship stated, however, that a different method of calculating damages had been established by the highest court of the province. In the case of *Létourneau v. Gagnon* (1945) KB 309, Mr. Justice Barclay ruled that in such an action the damages must be determined in the ordinary manner, and then the amount awarded by the Workmen's Compensation Commission deducted from the amount ascertained by the court. Accordingly, in the present case the court had to determine, as in an ordinary action where an accident has resulted in death, the amount to cover, in the words of Article 1056 of the Civil Code, "all the damages occasioned by such death".

Mr. Justice Batshaw then summed up the considerations that enter into the assessing of damages:—

The problem of determining what has been called "the money value of a man", especially one who was a husband and father and sole provider of his family, is one of the most difficult of all the perplexing ones which present themselves daily before our courts. Generally speaking, the court must determine the amount constituting the loss of possible future support, basing itself on the reasonable prospects of life, the nature of the work and the remuneration of the victim. It is established now that the amount awarded must be free of any possible vindictive character, nor can it be contemplated as a satisfaction of the grief sustained by the dependants of the victim. On the other hand, . . . it is clear that it

properly should envisage the element of moral prejudice, the breaking up of the home, the loss of companionship and counsel which a wife and especially children are entitled to receive from a father.

Taking into account the fact that the victim was just under 32 years of age and was earning approximately \$2,400 a year as a painter, that he left in addition to his widow three children of 10, 9 and 5

years, respectively, and that the home was broken up after his death, His Lordship assessed the damages occasioned to the plaintiffs at \$18,500. Deducting the sum of \$16,161 as the capitalized value of the workmen's compensation allowances already being received, he awarded a further sum of \$2,339 to the plaintiffs.—*Maloney and Others v. Davidson*, *Rapports Judiciaires de Québec*, [1951] CS Montréal, Nos. 9 and 10, 408.

Industrial Hygiene in Quebec

Province's Division of Industrial Hygiene makes annual report. Cases of industrial diseases fewer each year. Silicosis in granite-cutting practically eliminated. Director says medical staff not large enough

The annual report of the Division of Industrial Hygiene in the Province of Quebec for 1950, contained in the seventh report of the Department of Health, describes the work done by the division to safeguard the health of workers in industry.

The division had in 1950 a staff of 47 people made up of four main groups: physicians and technologists, sanitary engineers, chemists, and inspectors of work camps.

During the year the medical staff investigated the hazards arising from lead, asbestos and silica, the use of insecticides, the danger of radio-active substances, the problem of medical supervision of industrial workers, and the organization of first aid in industry. Visits were made to 137 plants in different industries, including metallurgy, chemical products, pottery, rubber, mining, and many others. The physicians examined 95 employees.

Under the public health regulations, physicians must report all cases of occupational diseases to the director of the division within 24 hours of diagnosis.

Cases reported during the year numbered 137, of which 106 were dermatitis, 11 lead poisoning, seven silicosis, two asbestosis and one undulant fever; the others were various kinds of poisoning. The number of cases of lead poisoning is being reduced year by year; in 1948 there were 26 cases, in 1949 there were 19, and in 1950 there were only 11. The total number of industrial diseases in 1950 was 122 fewer than in 1949. An epidemic of dermatitis, which broke out in

a plant in 1948 and reached a peak of 205 cases in 1949, declined during 1950. The cause of the epidemic was difficult to determine, because it was not directly connected with either the industrial processes or the raw materials being used. The medical staff of the division recommended a thorough cleaning and decontamination of the workshops, and undertook an intensive study of the problem.

One of the two physicians of the division took a three-weeks course in Civil Defence at Camp Borden. The other spent two weeks visiting hospitals in Boston and New York to learn methods of using radio-elements for the diagnosis and treatment of disease and the means of protecting technicians from X-rays. The physicians also attended meetings dealing with problems of hygiene or industrial medicine, particularly those of the Association of Industrial Medicine of the Province of Quebec.

The technicians of the haematological service made 4,989 tests for the purpose of diagnosing certain occupational diseases, particularly lead poisoning.

The four sanitary engineers of the division test the concentration of certain harmful substances in the air of workplaces. During 1950 they inspected 207 plants with a total of 37,000 employees. Tests made and air samples taken showed that workers were exposed to the dangers of silica dust in 90 establishments, to asbestos dust in 14, to dust or smoke in 23, to radio-active substances in five, to an excessive temperature in 22, to poor

ventilation in 10, and to carbon oxide, chromic acid, lead, mercury, dangerous gas or disagreeable odours in the other factories visited.

The engineers continued a study, first begun in 1947, of conditions in the mills of the asbestos mines. The report states that the danger of silicosis in the granite-cutting industry has been practically eliminated.

A comprehensive investigation of working conditions in foundries was undertaken in the autumn of 1950. Ten studies were completed and the necessary recommendations were forwarded to the employers. At the request of the Department of Labour, a time study was carried out in a textile mill.

The engineers participated in meetings of associations interested in the prevention of industrial diseases and accidents, particularly the American Society of Heating and Ventilating Engineers and the American Society of Safety Engineers.

The work of the chemists of the division includes investigations in factories where there is danger from poisonous substances and laboratory testing. They visited 93 establishments, chiefly cleaning, dyeing and fur-cleaning shops, but also plants manufacturing felt, hats, artificial flowers, electrical equipment, lead products and chemical products. Samples were taken of fumes and dusts given off in these industries.

The 26 inspectors of lumber and other work camps made 7,388 inspections during the year. Of these camps, 1,794, or 56 per cent of the total, were found to be complying with all provincial health regulations. The inspectors made 5,037 recommendations, and 2,751 of these were carried out. The records show that 75,176 men, 2,091 women, and 1,338 children were living in industrial camps during 1950.

The report notes that the revised regulations covering hygiene in lumber camps which became effective in October, 1950, were generally well received. A regulation concerning the use of radio-active substances in industry is being prepared.

As in the past, the medical and technical personnel of the division lectured to students of the School of Hygiene of the University of Montreal. Thirty-eight lectures were given in 1950. Four lectures on technical subjects of industrial hygiene were delivered by one of the engineers.

In concluding his report, the director stated that the medical staff was not large enough to give adequate attention to the organization and improvement of medical services in industry, to detect all cases of industrial diseases and to determine the effectiveness of measures adopted to prevent them. He also indicated that the investigation of working conditions in the foundries of the province, approximately 300 in number, would be continued in 1951.

Health of Welders in Great Britain

Recent investigation showed that, while certain definite risks are involved, especially in welding done in enclosed or badly-ventilated areas, there is no specific disease that is associated with welding

Because of the great increase in welding in recent years in Great Britain and the changes in welding processes, the Chief Inspector of Factories has had an extensive investigation made into the possibility of ill health among welders. The results of this investigation are set out in a report entitled "The Health of Welders", issued by the Factory Department of the British Ministry of Labour and National Service.

The main section of the report consists of a detailed analysis of the results of a clinical examination of 247 welders in different industries and contains recommendations for improvement of working conditions. A review of the literature on

the dangers of welding to health, and the sections of current legislation setting out the precautions to be taken for the protection of welders are also contained in the report.

In outlining the various welding processes, the report points out that the possible dangers to health arise from the process known as "fusion welding" when a "filler rod" or "electrode" is used to join the metals which are to be welded. While most of the metal in the wire and coating of the electrode is deposited on the parent metal, it is inevitable that some of it should escape in the form of fumes or gas such as hydrogen, carbon dioxide, carbon

monoxide, nitrous fumes and ozone. If the metal is coated with zinc or cadmium, for example, additional risks are involved, as part of the coating is destroyed during the welding process and contributes to the fumes. In addition to danger from fumes, a welder is subject to discomfort from excessive temperature and uncomfortable posture.

With respect to the 247 welders who were examined, some selection was made to ensure that there was included in the group a high proportion of men who had several years of welding experience, certain men who had performed a considerable amount of enclosed work and a number of men who had been examined and X-rayed ten years previously. The average age of the group was 34 years and the average length of welding experience was 12.7 years. The group consisted of 183 electric welders, 39 gas welders and 25 who had performed both types of welding. X-ray films of the chest were taken in 180 cases.

The clinical examination led to the general conclusion that welders do not suffer from any specific disease which could be described as "welders' disease". With respect to skin irritation, the investigation did not bring to light any undue incidence of skin troubles in welders. The usual clothing, together with gloves and face shield, were found to be normally sufficient to give adequate protection from the rays. Radiation from the arc in electric welding, however, was found to have an intensely irritating effect on the superficial parts of the eye, leading to a painful congestive condition known as "arc eyes" which may be severe enough to be disabling, but rarely for more than a day or two. The report notes that, in a recent special inquiry made into the effect of electric arc-welding on the eyes of welders, no evidence was found of any change in the lens, fundus or other deep structures of the eye.

A substantial number of complaints of irritation of the nose and throat were encountered, especially after work in confined spaces under conditions of inadequate ventilation. The fumes from galvanized metal or stainless steel were found to be irritating even when the ventilation was good. The effects, however, were again usually transitory and often amounted only to discomfort of a few hours' duration. The most prevalent disability arising from exposure to noxious fumes, metal fume fever, is usually of short duration, commencing a few hours after exposure and subsiding within 12 hours.

Practically 60 per cent of the welders examined had chronic respiratory symptoms, mainly cough, a higher proportion than would be expected in the general population. About half of these had abnormal physical signs in the chest. Both symptoms and physical signs were found to be generally slight and there was no evidence of any associated pulmonary fibrosis or impairment of function. Work in enclosed spaces had surprisingly little effect in increasing the liability to symptom and none in producing physical signs. However, the incidence of respiratory diseases such as bronchitis, pneumonia and pleurisy was found to be higher in those welders who were usually engaged in enclosed work.

Of the 180 X-rays taken, 23, or 12.8 per cent, showed lung changes of the type associated with the inhalation of dust. They were more frequent and appeared earlier in welders who had performed much work in enclosed spaces. Only one gas welder showed symptoms of this change. The lung changes noted are due to a deposit of iron oxide and other matter in the lungs. The normal scavenging action of the lungs is not interfered with, and if exposure to the fumes decreases or stops, the abnormal X-ray appearances eventually disappear. In several men examined, these X-ray changes persisted for 10 years without producing any diminution of working capacity.

No evidence was found to indicate that welders were more subject than the average person to gastro-intestinal symptoms, rheumatism, anaemia or nervous or endocrine disorders, nor was there any evidence of increased susceptibility to tuberculosis or of any tendency for such disease, if contracted, to assume a more serious form.

Blood examinations of 36 men showed a blood picture that was slightly altered, although not associated with any degree of anaemia or the presence of abnormal red or white blood cells. No effects on the blood pressure were found.

Apart from the clinical examination, information on the general health of welders was sought from health and attendance records kept at various factories, although it was very difficult to obtain adequate statistical material. On the whole, the information found was reassuring as regards the relative amount of absence of welders due to sickness compared with non-welders. With respect to death rates, returns for different occupational groups in factories showed no excess of morbidity among welders. In fact, they seemed to indicate that sickness among

welders is frequently less than among other groups of workers and factory employees as a whole.

In general, the results of the clinical examination corroborated the findings of previous research, which has been considerable, as is indicated by the summary of what has already been written on the effects of welding.

The report also sets out the provisions for the protection of welders laid down in the Factories Act and Regulations. The requirements for the protection of the eyes were found to be adequate. Both the Factories Act, 1937, and the Building (Safety, Health and Welfare) Regulations, 1948, require the provision of suitable goggles or effective screens to protect the eyes of persons employed in welding from particles or fragments thrown off. The Shipbuilding Regulations, 1931, require suitable goggles fitted with tinted glass eye-pieces to be provided for all persons using acetylene burners or blowpipes. For useful advice with regard to protection of the eyes and skin from radiation and from hot particles of metal, the report recommends the "Memorandum on Electric Arc Welding" issued by the Factory Department in 1946, and reprinted in 1949 (L.G., 1950, p. 2000).

Since the main health risk where welding processes are carried on is due to fumes, the report makes specific recommendations for more adequate ventilation. It is recognized that the chief danger to the health of welders arises where the work is carried on in enclosed and ill-ventilated areas.

While the Factories Act requires that effective provision be made for maintaining sufficient fresh air in each workroom to render all fumes and dust harmless, no specific mention is made of welding processes. The Shipbuilding Regulations, however, require that "adequate ventilation to secure the removal of injurious fumes or gas shall be provided where, in any enclosed or confined space . . . an oxyacetylene burner or electric welding apparatus is being used".

The report points out the difficulty in determining when and where special provision for ventilation should be made, since the different welding processes vary so greatly that to a large extent the problems at each firm must be considered individually.

No special precautions were recommended when only occasional welding jobs are done, unless considerable quantities of very toxic elements are present. Where gas welders are working, the same general ventilation as for workrooms where fairly hot processes are carried out is sufficient.

In the case of articles electrically welded on benches or stands where the welder spends most of his time at one point, the report recommends that close localized exhaust ventilation should be applied. Where the welding of large articles of mild steel, such as vehicles or prefabricated parts of bridges, ships, etc., is carried on which necessitates working on the floor of a large workroom, fixed ducts with joints for downcoming flexible hoses at various points should be provided where possible. Where this method is not practicable, general ventilation must be relied on. It may be taken as a guide that there should be no visible fume in the atmosphere away from the immediate vicinity of the welding point. Any visible fume near the arc should be rapidly dispersed.

If the fume contains substances in sufficient quantities to be noxious or irritating, the report recommends that exhaust ventilation should be provided so as to draw away the fume close to the welding point. When welding is done in confined spaces, such as inside vessels or compartments, exhaust draught should be provided close to the welding point by means of portable plant with flexible hose. Particular attention should be given to the ventilation of confined spaces where gas torches are used or in which dangerous fumes are likely to arise. In such cases, if exhaust ventilation is not adequate, welders should be provided with breathing apparatus.

Recent Regulations, Dominion and Provincial

Regulations are issued under the new legislation which provides for federal assistance in the payment of pensions to the 65-69 age group

Regulations under the federal Old Age Assistance Act lay down the conditions under which pensions may be paid, with a means test, to persons between 65 and 69 years. Similar regulations under the companion Blind Persons Act of the federal Government provide for assistance, in cases of need, to blind persons over 21 years. Under the Veterans Benefit Act, members of the regular forces with a period of service of not over three years since the outbreak of the Korean war are eligible for unemployment insurance benefits upon discharge.

In British Columbia, the minimum rate of workers in the hotel and catering industry was increased by \$4 a week. Three new diseases were made compensable under the Saskatchewan Workmen's Compensation (Accident Fund) Act. Alberta has provided for the payment of supplementary allowances to certain recipients of old age security or blind pensions; Saskatchewan made provision for payment of such allowances to needy persons over 70 years.

DOMINION

Canada Shipping Act

Pilotage By-laws

Amendments were made to the pilotage by-laws for the Saint John District with respect to the superannuation of pilots by an Order in Council (P.C. 83), made on January 9, gazetted January 23.

The amendments provide that not less than seven per cent of the gross pilotage dues received in any fiscal year must be paid into the Superannuation Fund. Formerly, the percentage was left to the discretion of the Pilotage Authority after consultation with the Pilots' Committee. If the total amount contributed to the fund in a fiscal year averages less than \$460 per pilot, the regulations provide that an actuarial investigation may be made by the Pilotage Authority to determine whether any additional contribution may be necessary to make proper provision for future benefits.

A pilot who has served for five years or more as a licensed pilot receives on retirement an annual payment for life from the superannuation fund, the amount depending on his length of service. The maximum amount which may be paid in

a year out of the fund to a retired pilot was increased from \$42.50 to \$47 for each year of service or to a total of \$1,644 instead of \$1,275, as before.

Pilots normally retire at 65 years of age but the by-laws previously provided that the Pilotage Authority might issue an annual temporary licence to a pilot who had been licensed before April 1, 1934, until he reached the age of 70, provided that his eyesight and hearing were found to be satisfactory after examination. The date, April 1, 1934, has now been deleted, thus allowing the Pilotage Authority to grant a temporary licence to any pilot over 65 years who can meet the requirements of the eyesight and hearing tests. A temporary pilot must be medically examined twice each year and if he is not found fit, his temporary licence will be cancelled immediately.

Old Age Assistance Act

Regulations approved by P.C. 6596 on December 6 and gazetted December 26 provide for the administration of the Old Age Assistance Act, under which persons between 65 and 69 years receive assistance of \$40 a month where need of such assistance is established. Costs are shared equally by the federal and provincial Governments. (L.G., 1951, p. 1261.) A pension of \$40 a month financed wholly by the federal Government under the Old Age Security Act is paid to all persons in Canada who are over the age of 70 and who have resided in the country for 20 years.

Under earlier legislation, which applied to pensioners over 70 years, the federal Government contributed 75 per cent of the cost of a basic monthly pension of \$40, payable subject to a means test, and the province paid 25 per cent.

The new regulations, while applying to a different age group, are generally similar to those made under the earlier Act. They state the age at which a person may apply for assistance under the Act, the information to be contained in the application, the manner in which the provincial authorities may investigate claims to determine eligibility for assistance, the means of proving age, marital status and length of residence in Canada, and the types of

income and value of property to be taken into account in determining whether an applicant is eligible for assistance.

Application for assistance may be made by any person who claims to have reached the age of 64 years and eight months, or, during the first year that the scheme is in effect, the age of 64 years and six months. The application must state the applicant's full name, present address, place and date of birth, places of residence during the past 20 years and marital status, and the occupation, income, means of subsistence, and any real or personal property of the applicant and spouse. It must give the particulars of any property which the applicant or spouse transferred to another person during the previous five years. The application must be accompanied by a statutory declaration that all its statements are true and that no required information has been concealed or omitted.

The provincial authority must investigate the facts in connection with each application, and, if it decides that the applicant is eligible, must determine the rate of assistance payable and approve the application. This investigation is to be made not sooner than four months before the date of the proposed commencement of assistance, or six months during the first year of the scheme. Each year another investigation must be made to determine whether the recipient is still eligible for assistance and the amount to be paid him. The provincial authority or duly authorized agency conducting the inquiry must personally interview the recipient. The report of any investigation must be filed with the application, to be available at any time for inspection by federal officials.

To prove that he is eligible as regards age, an applicant for assistance must forward to the provincial authority a certificate of birth or baptism or other documentary evidence. If he is unable to furnish satisfactory evidence, the provincial authority may request the registrar of vital statistics of the province in which the applicant was born to make a search for information as to his age. If this method is unsuccessful, the provincial authority may ask the Dominion Bureau of Statistics to search the census records, provided that the applicant gives his consent and that the information supplied remains confidential and is not used for any purpose other than proving his age under the Act. If no satisfactory evidence is available, a tribunal of three persons, including one appointed by the provincial authority, one appointed by the Director of Old Age Assistance in

the Department of National Health and Welfare, and a chairman appointed by the other two members, may determine whether the applicant has reached the age of 65 years.

As regards marital status, the provincial authority may accept a marriage certificate or any other evidence it deems satisfactory.

The Act states that, to be eligible, the applicant must have resided in Canada during the previous 20 years. The provincial authority may take into account the statutory declaration of any reliable disinterested person regarding the applicant's length of residence in Canada. Intervals of absence from Canada during the preceding 20 years which on the average do not exceed 60 days per year will be deemed not to have interrupted the applicant's residence in Canada. An applicant who has been temporarily absent from Canada for the purpose of employment on a ship or fishing boat or on a Canadian train running out of the country, or for seasonal employment during not more than six months in any year, for employment by the United Nations or one of its agencies, as representative or member of a Canadian firm, or to engage in missionary work, will be considered to have continued to reside in Canada, provided that he had in Canada a permanent place of abode to which he intended to return. An applicant who was absent from Canada while employed by the federal or any provincial Government, or during the first or second world war as a member of the Canadian or allied armed forces or in connection with the prosecution of the war, and who returned to Canada at the termination of his duties abroad, will be deemed to have resided in Canada during such absence. The same provision applies to a wife or widow who was absent from Canada with her husband under any of these circumstances.

The Act sets a limit on the annual income a person may have to be eligible for assistance. The amounts allowed are \$720 a year in the case of an unmarried person and \$1,200 in the case of a married person living with his spouse. The amounts allowed under previous legislation were \$120 less in each case.

The regulations provide that income will include any assistance paid under the Act, any allowance paid to a spouse under the Blind Persons Act or the Old Age Security Act, interest from real or personal property, and the value of board and lodging furnished free or for a nominal charge. However, a province may in its agreement with the federal Government stipulate that

income is not to include mothers' allowances, family allowances, supplementary allowances paid by a province to recipients under this Act, the Blind Persons Act or the Old Age Security Act, assigned pay from a member of the armed forces on active service, direct relief paid by the municipality or province or by a registered charitable organization, small casual gifts, contributions to recipients who require special care, or a reasonable amount received by a blind spouse to obtain the services of a guide.

The regulations specify the manner in which the provincial authority must determine the amount to be considered income from real and personal property. The provincial authority must examine the particulars of any transfer of property by the applicant or his spouse during the five years preceding the application or at any time subsequently, and if it decides that the transfer was made for the purpose of qualifying for assistance or for a larger amount of assistance, the provincial authority must include such property in calculating the income of the applicant.

A recipient is required to report immediately to the provincial authority any increase or reduction in the amount of his income or property. If he desires to apply for an increase in the amount of assistance, he must notify the provincial authority and furnish all necessary information.

Where board and/or lodging is provided to the recipient free or for a nominal charge, an amount which would be a fair and reasonable charge must be considered as income. The amount considered as income for lodging may not be less than \$10 monthly for an unmarried recipient and \$15 monthly for a married recipient; for board, it may not be less than \$20 monthly for an unmarried recipient and \$30 monthly for a married recipient; and for board and lodging, it must be at least \$30 per month for an unmarried recipient and \$45 per month for a married recipient.

Assistance may be paid from the first day of the month following the applicant's 65th birthday or after his application has been approved, whichever is later, unless the provincial authority declares that the assistance should be payable earlier because approval of the application was delayed due to circumstances beyond the control of the applicant. Where assistance is suspended at the request of a recipient, it may not be reinstated before the recipient has

requested the provincial authority in writing for its resumption. Assistance may be paid by cheque or other means approved by the province.

The provincial authority may appoint a trustee for a recipient who is incapacitated or who is likely to use his assistance otherwise than for his own benefit, and may pay the assistance to the trustee. The trustee is required to keep accounts and make returns to the provincial authority on request.

The payment of assistance will be suspended while a recipient is absent from Canada, or is serving a sentence of imprisonment exceeding 30 days, or is not complying with the Act and regulations. However, the provincial authority may continue payment during a period of absence from Canada of not more than 92 days, if satisfied that the circumstances justify it. If assistance has been improperly paid as a result of the withholding of information or misrepresentation or any other cause, the provincial authority may either recover the amount from the recipient or suspend payment until the amount paid improperly has been recovered.

Any amount recovered by the provincial authority from a recipient or from his estate must be divided between the province and Canada in accordance with the proportion of assistance each has paid.

Blind Persons Act

The Blind Persons Regulations (P.C. 6595), made and gazetted on the same dates as the Old Age Assistance Regulations, lay down conditions governing the payment of allowances to blind persons, as provided for in the Blind Persons Act, 1951.

The Act, the first separate legislation to cover blind persons, provides for federal-provincial agreements for the payment of allowances of \$40 monthly in case of need to blind persons of 21 years and over. Previously, the one Act covered old age and blind pensioners. Under the new Act, which became effective on January 1, 1952, the federal Government continues to pay 75 per cent of the cost of the allowances and the province 25 per cent. The residence requirement for blind pensioners was reduced from 20 to 10 years, and, as under the Old Age Assistance Act, the amounts of income allowed, including allowance, were raised by \$120. (L.G., 1951, p. 1262.)

The regulations state that a person will be deemed blind only when his visual

acuity, after correction through the use of proper refractive lens, is not more than 6/60 Snellen or when his field of vision in each eye is less than 10 degrees.

An application for an allowance may be made by a blind person who claims that he has attained the age of twenty years and six months.

An application must contain the same particulars as are required to be given under the Old Age Assistance Act, and the applicant must also state when he became blind and the cause of his blindness. Persons who have been receiving pensions for blindness under the previous Old Age Pensions Act will be considered to have made an application and will be eligible for an allowance without further investigation.

The provincial authority must investigate the facts of each application. If the applicant, subject to proof of blindness, is eligible for an allowance, the provincial authority must forward to the Minister of National Health and Welfare the full name and address of the applicant and a report on the physical activities which he is able to perform without assistance. At the same time the provincial authority must arrange for an examination of the applicant by an oculist approved by the minister, and must notify the applicant. The examination will be paid for by the federal Government. The oculist must forward a report of the examination to the minister, who will then issue a certificate to the provincial authority stating whether the applicant is blind, whether he is likely to continue to be blind, and the times when additional examinations should be given to determine whether he is still blind. No allowance may be paid until the minister has certified that the applicant is blind within the meaning of the Act and regulations.

All other provisions contained in the regulations are the same as those under the Old Age Assistance Act.

Veterans Benefit Act

Part IV of the Unemployment Insurance Act, which makes veterans eligible for unemployment insurance benefits, was made applicable to members of the Special Force by the Veterans Benefit Act, 1951. The Act also made provision for the application of Part IV by regulation to members of the regular forces with a period of service since the outbreak of the Korean war not exceeding three years. This has now been done, by amendments to the Veterans Benefit Regulations approved by P.C. 6700 on December 11 and gazetted December 26.

Each veteran will, upon discharge, be considered to have been employed in insurable employment during his period of service and all contributions required under the Act will be deemed to have been paid. The Unemployment Insurance Fund will be credited, from money appropriated by Parliament for the purpose, with an amount computed at the rate of 96 cents per week for the veteran's period of service up to a maximum of three years.

The regulations further provide that any veteran who has served more than 91 days will be assured of at least 90 days' benefit upon discharge. If the contributions made on his behalf during his period of service together with any contributions to his credit before such period are not sufficient to entitle him to benefit for at least 90 days, there will be credited to the fund sufficient contributions to provide 90 days' benefit.

PROVINCIAL

Alberta Amusements Act

Amendments to the regulations under the above Act, made December 3 and gazetted December 15 (O.C. 1777-51) governing the licensing of film projectionists, lower the examination fees for first, second and third class certificates of qualification from \$25, \$20 and \$15 to \$20, \$15 and \$10, respectively, and provide for a combined certificate of qualification and licence, which will be permanent until suspended or revoked by the Chief Inspector of Theatres. Such a certificate will be granted to a candidate who successfully passes the prescribed examination and pays the required licence fee. The licence fee has been fixed at \$10, twice the amount previously paid for an annual certificate. The amendments were effective from December 1, 1951.

Alberta Apprenticeship Act

Higher wage rates for apprentices in the motor vehicle repair trade were provided for by an amendment to the regulations for this trade, approved by Order in Council 1912-51 on December 31, gazetted January 15. Wage increases are now to be granted every six months instead of annually. The apprenticeship period is four years.

The rate now begins at 50 per cent of the journeyman's rate and increases by 5 per cent at the end of each six-month period until 85 per cent of the journeyman's rate is paid during the last six months.

Previously, the apprentice in this trade received 40 per cent of the journeyman's

rate in his first year, 50 per cent in his second year, 60 per cent in his third year and 75 per cent in his fourth year of apprenticeship.

Alberta Old Age Pensions Act

Regulations approved by O.C. 7-52, made on January 7 and gazetted January 15, provide for the payment of supplementary allowances not exceeding \$10 a month to recipients of pensions under the Old Age Security Act (Canada) or of allowances under the Blind Persons Act (Canada). These regulations, effective from January 1, are subject to the Legislature enacting at the next session a new Supplementary Allowances Act which the Government intends to introduce.

If the income of recipients under the Old Age Security Act or the Blind Persons Act, including pensions or allowances, together with the supplementary allowance, does not exceed the maximum amount specified for their category, they are eligible to receive from the province a supplementary allowance not exceeding \$10 a month. Including this additional allowance of \$120 a year, the total income of an unmarried sighted person may be \$840 a year. An unmarried blind person may have an annual income, including the allowance, of \$960 a year, or of \$1,160 if he has a dependent child or children. For a married person to be eligible for the supplementary allowance, the total annual income of the recipient and spouse, including the allowance, may not be more than \$1,320 a year. If either husband or wife is blind, their total annual income may be \$1,440; if both are blind, it may be \$1,560. If payment of the full supplementary allowance would put the income of a recipient of old age security beyond the maximum amount stated, the allowance must be reduced accordingly.

To qualify for the supplementary allowance, a person must have lived in Alberta for the greater part of the three years immediately before the date when he became eligible for a pension or allowance under one of the federal Acts. If the recipient of a supplementary allowance temporarily moves out of Alberta, he will continue to receive his allowance for not more than three months, subject to a reciprocal agreement between Alberta and any other province for the payment of such an allowance. If an allowance has been paid to anyone who is not entitled to it, payment may be suspended until the amount improperly paid has been recovered.

No claim may be made against a recipient's estate for any supplementary allowance payment.

The regulations provide that persons who were receiving a supplementary allowance under the previous legislation in December, 1951, will continue to be paid \$10 a month and to be provided with hospitalization and medical services as long as they are recipients under the Old Age Security Act or the Blind Persons Act.

British Columbia Industrial Conciliation and Arbitration Act

A new section was added to the rules made by the Labour Relations Board under the above Act by a regulation made on November 22 and gazetted December 6.

When an application for certification is accepted, the registrar is required to seek relevant information from the employer of the persons in the bargaining unit, from labour organizations which are certified as bargaining authorities for the same unit or for a larger unit which includes the employees of the unit which has applied for certification, and from other persons as the board may direct. These persons or organizations must be allowed at least seven days after receiving notice of the application for certification to submit to the registrar for the board any comments which they consider have a bearing on the matter of the certification of the applicant.

British Columbia Male and Female Minimum Wage Acts

Hotels and Catering

The minimum rate for men and women employed in the hotel and catering industry was increased from \$18 to \$22 a week by a revised order, No. 52, made on December 17 and gazetted January 3. The order, effective from February 1, covers hotels, lodging-houses, clubs, restaurants, dance-halls, ice-cream parlours, lunch-wagons, hospitals (except nurses), nursing homes, dining-rooms in connection with industrial and commercial establishments, or any similar places where food or lodging is furnished for which a charge is made.

The increase of \$4 a week applies to a work-week of 40 hours or more. A 10-cent increase in the hourly rate for part-time workers who work fewer than 40 hours a week raises their minimum rate from 45 to 55 cents an hour.

No longer are there special rates for learners. Previously, three successive two-month learning periods were provided for at rates lower than the minimum.

Unless different arrangements are authorized by the board in accordance with the Hours of Work Act, hours may not exceed eight in the day and 44 in the week. In cases of emergency "which cannot reasonably be otherwise overcome", workers are allowed to work up to 9 hours in a day but the weekly limit of 44 hours may not be exceeded. This is a stricter limitation of emergency work. Under the previous order, workers were allowed to work up to 10 hours in a day and up to 48 hours in a week.

As previously, time and one-half the worker's regular rate must be paid for all time worked over eight hours in a day or over 44 in a week where the hours worked do not exceed eight in any one day.

The usual provision for a daily guarantee of two hours' pay if an employee reports for work on the call of an employer and is not put to work or four hours' pay if he actually commences work is also contained in the new order. As before, a 32-hour rest period must be granted each week. The order also requires an employer to provide suitable rest-rooms and adequate toilet and wash-room facilities for his workers.

There is now no provision in the order regulating night work of women. Under the former order, no woman worker was permitted to begin or finish a working shift between 1.30 a.m. and 6 a.m. and she might not be employed between these hours unless her employment during the period was continuous.

Maximum deductions that may be made from the wages of an employee are no longer set out in the order. The employer is forbidden to require an employee, as a condition of employment, to partake of meals and make use of lodging provided by him. However, if the employee voluntarily agrees to partake of the meals and use the accommodation provided by the employer, and, if, in the opinion of the board, the accommodation or board is inadequate or if the charge made is excessive, the board may so notify the employer who thereafter may not make any deductions from the employee's wages except as may be specified by the board in its notice.

No charges or deductions may be made for accidental breakages.

Apprentices

Male and Female Minimum Wage Order 2 (1951) repeals and replaces Order 2 (1946), as amended. It provides that, as under the previous order, minimum wages fixed by the Board of Industrial Relations

do not apply to an apprentice serving under a contract of apprenticeship pursuant to the Apprenticeship Act. The new order adds the provision that minimum wage orders do not apply to a minor employed according to Section 8 (3) of the Apprenticeship Act. Under this section, the Minister of Labour may permit a minor to be employed in a designated trade without entering into a contract of apprenticeship where the Provincial Apprenticeship Committee has reported that an employer's operations are such as to prevent the minor from receiving the necessary training for proficiency in the trade. The order, made December 17, became effective on December 27, when it was gazetted.

British Columbia Shops Regulation and Weekly Holiday Act

By an Order in Council of January 10, gazetted January 24, hairdressing establishments in the city of New Westminster, except those connected with a barber shop or with a department store, have been exempted from the weekly holiday provisions of the Act provided that they observe Monday in each week as a weekly holiday and remain closed on the hours fixed for closing by municipal by-law.

Ontario Female Employees Fair Remuneration Act

Regulations setting out the form of complaint for a breach of the Female Employees Fair Remuneration Act were filed on January 2 (O.Reg. 1/52) and gazetted January 26. The Act, which was passed in 1951 (L.G., 1951, p. 847) and which is the first of its kind in Canada, went into effect on January 1, 1952.

The form is to be used by a female employee who was discriminated against by being paid at a rate of pay less than the rate paid to a male employee employed for the same work in the same establishment. The complaint is made to the Director of the Fair Employment Practices Branch, Department of Labour, Toronto.

Ontario Power Commission Act

New general regulations governing the installation of all kinds of electrical equipment were approved by O.Reg 324/51 on December 20, and gazetted January 12, revoking the former regulations established by O.Reg. 56/44, 57/44 and 235 of the Consolidated Regulations, 1950. Parts 1-8 of the regulations govern services and service equipment, wiring methods, conductors, protective and control devices,

grounding, and electric welders. Parts 9-28 cover installation of electrical equipment, installation of interior lighting equipment, electric cranes and hoists, passenger and freight elevators and dumb-waiters, hazardous locations, garages, service stations and filling stations, motion-picture studios, electrically-operated pipe organs, radio installations and primary and secondary lines on private property.

Saskatchewan Health Services Act

The regulations governing the provision of free health services to pensioners and their dependants were amended to bring them into line with new pensions legislation. By O.C. 1/52, made January 4 and gazetted January 19, the section of the regulations (606A/49) setting out the classes of persons entitled to health services was repealed and replaced.

Previously, free health services were provided to all persons receiving pensions under the Saskatchewan Old Age and Blind Persons' Pension Act, 1948, and to their dependants. These services will now be given to pensioners under the Old Age Security Act (Canada) or the Saskatchewan Blind Persons' Allowances Act who are also receiving a supplementary allowance under the Saskatchewan Social Aid Act.

As before, the dependants of pensioners, including spouse and each dependent child or grandchild under 16, may receive free health services during the period the pension is being paid and for the remainder of the year during which the pensioner dies or is admitted to the mental hospital in Weyburn or North Battleford.

The other categories of persons eligible are the same as previously. The new regulations state that no person entitled to receive health services from the Government of Canada may be a beneficiary of Saskatchewan health services.

Saskatchewan Social Aid Act

Regulations approved by O.C. 2312/51 on December 18, and gazetted January 5, provide for the payment of supplementary allowances not exceeding \$2.50 a month to certain recipients of pensions under the Old Age Security Act (Canada), which provides for pensions of \$40 a month to persons over 70 years of age.

The supplementary allowance may be paid to a Saskatchewan recipient of an old age security pension who, on December 31, 1951, was receiving or was eligible for a pension under the Old Age Pension Act (Canada) and the Saskatchewan Old Age and Blind Persons' Pensions Act, 1948. If

such a person returns to Saskatchewan from another province during 1952, he will be eligible for an allowance. The allowances may also be paid to recipients of old age pensions on December 31, 1951, who are living in British Columbia or Alberta if a supplementary agreement is entered into with the province of residence.

Saskatchewan recipients under the new Old Age Assistance Act and Blind Persons Act will qualify for the supplementary allowance when they reach the age of 70 and begin to receive an old age security pension.

Other recipients of old age security pensions desiring to receive supplementary allowances must make application to the Social Welfare Board. To be eligible, they must be residents of Saskatchewan who were in the province continuously during the year immediately before making application and who are not receiving supplementary payment from any other province. Their income and personal property must not exceed the limits stated.

The income of an unmarried applicant, including his pension, must not exceed \$720 a year and the value of his personal property may not be more than \$1,000. In the case of a married applicant, the joint income of applicant and spouse, including any amount paid to either or both under the Old Age Security Act, the Old Age Assistance Act or the Blind Persons Act, may not be more than \$1,200 a year, and the value of their personal property may not exceed \$2,000.

The board may review the eligibility of a recipient at any time, and suspend payment of the allowance if he no longer qualifies.

The first payment will be made on February 1, 1952, to cover the allowances for the months of January, February and March. Beginning April 1, the allowances will be paid quarterly in advance.

Regulations providing for the payment of supplementary allowances to recipients under the Blind Persons Act (Canada) and the Saskatchewan Blind Persons' Allowances Act, 1951, were approved by O.C. 2313/51, made December 18, and gazetted January 5. The supplementary allowance for blind persons is also not to exceed \$2.50 a month. It is to be paid by the Social Welfare Board monthly in arrears, beginning February 1. The recipient must be a blind person for whom Saskatchewan pays the provincial share of his blind persons' allowance. He must be a resident of Saskatchewan, or of a province with which Saskatchewan has an agreement respecting the payment of supplementary allowances.

The allowance will be paid to a recipient during a temporary absence from the province for a period not exceeding one month.

Saskatchewan Trade Schools Regulation Act

At the 1951 session of the Legislature, the administration of this Act was transferred from the Minister of Labour to the Minister of Education. The Act provides that trade schools and their operators or agents must be registered annually, and that provincial officials may inspect these schools, examine records, and exercise general supervisory powers.

By O.C. 2254/51, made December 11 and gazetted December 22, the general regulations governing all trade schools under the Act and the particular regulations for beauty culture, hairdressing and barbering trade schools were repealed and replaced. The new regulations are to be administered by a Supervisor of Trade Schools, subject to the authority of the Minister and Deputy Minister of Education. Like the previous regulations, they prescribe the conditions of application for registration, the fees to be paid, the security to be deposited with the Department of Education by a trade school operator, the amount of fees to be retained by the school if a student does not complete his course, and the minimum age for students. Operators and agents of trade schools are prohibited from guaranteeing a position to any person. They may advertise only with the permission of the supervisor and in the manner authorized by the regulations. In any trade school, the qualifications of teachers, methods of instruction, admission requirements, length of courses, occupation and condition of buildings, suitability of premises and equipment and the safety devices used are subject to the approval of the supervisor, and any appointment to or change in the teaching staff and any change of premises must be reported to him. Every trade school operator must submit an annual statistical statement to the deputy minister.

A new section permits the minister to cancel the certificate of registration of a trade school if he considers that its equipment and means of instruction are inadequate, that the welfare of the students is insufficiently provided for, that the charges are unreasonable, or that any regulation under the Act is not being observed.

The amount of fees which a school may retain when a student gives notice in writing that he does not wish to complete the course has been reduced. Previously, where the fee was a fixed amount for the course which was divided into weeks of study, the operator might retain payment for five weeks in addition to the amount payable for the weeks of instruction completed. He may now retain payment for only two extra weeks.

The regulations for beauty culture and hairdressing and barbering trade schools contain the same provisions as the previous regulations except that the fees permitted to be charged the public for work done by students were raised.

The regulations are effective from January 1, 1952.

Saskatchewan Workmen's Compensation (Accident Fund) Act

Three new occupational diseases, bovine tuberculosis, brucellosis and Newcastle Disease, have been made compensable under the Workmen's Compensation (Accident Fund) Act by an Order in Council (O.C. 40/52) made on January 4 and gazetted January 19.

Compensation is now payable for bovine tuberculosis and brucellosis contracted from the care or handling of an animal suffering from either of these diseases or from handling the carcasses of such animals. Newcastle Disease is compensable if it is contracted from the care or handling of poultry with this disease or from handling the carcasses of such poultry. Compensation is also payable for these three diseases if they are contracted in laboratory work done in connection with the diseases.

Unemployment Insurance

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B* 762, December 4, 1951

Held: (1) *That there was a labour dispute within the meaning of Section 2 (1) (d) of the Act at the claimant's place of employment inasmuch as negotiations between his employer and his union had resulted in a disagreement on a question of wages.*

(2) *That as the claimant had lost his employment by reason of a stoppage of work due to that labour dispute and he had not proved that he could meet the requirements of subsection (2) of Section 39, of the Act he was rightly disqualified for the duration of the stoppage.*

(3) *That Section 43 of the Act applies only to an insured person who is already unemployed and who refuses to accept an offer of employment which would affect his right to become, continue to be, or refrain from becoming a member of an association of workers.*

Material Facts of Case.—The claimant, a carpenter, was employed as such by a building contractor at \$1.40 an hour from May 8, 1951, to May 31, 1951. On June 7, 1951, he filed a claim for benefit, stating that he had lost his employment by reason of "a labour dispute between the carpenters' union and operators."

It appears that several locals of the United Brotherhood of Carpenters and Joiners of America, of which the claimant is a member, had an agreement with an association of building contractors which expired May 31, 1951. In February, 1951, the union informed the association that it wished to enter into a new agreement providing for an increase in the carpenters' rate of pay from \$1.40 to \$1.70 an hour. Negotiations were carried on by the union and the association over a period of five or six weeks. While the union and a number of contractors signed an agreement providing for increased wages for carpenters, the claimant's employer (a member of the association) could not reach an accord with the union and, on June 1, 1951, a stoppage of work took place at his premises.

*Decisions are published in two series: Those designated CU-B refer to benefit cases; those designated CU-C, coverage cases.

The insurance officer was of the opinion that the claimant had lost his employment by reason of a stoppage of work due to a labour dispute and he disqualified him for the duration of the stoppage (Section 39 of the Act).

The claimant appealed to a court of referees which unanimously upheld the decision of the insurance officer.

The interested union appealed to the Umpire.

Conclusions.—The question to decide is whether the stoppage of work which took place at the claimant's place of employment on June 1, 1951, and as a result of which the claimant lost his employment, was due to a labour dispute within the meaning of the Act.

A labour dispute is defined in Section 2 (1) (d) of the Act as follows:—

"labour dispute" means any dispute between employers and employees, or between employees and employees, which is connected with the employment or non-employment, or the terms or conditions of employment of any persons, whether employees in the employment of the employer with whom the dispute arises, or not;

The claimant stated before the court of referees that he was a member of the negotiating committee which met the contractors on behalf of local ... with a view to obtaining an hourly wage of \$1.70 and that the contractors' association of which the claimant's employer is a member would not accede to their demand but on May 23, 1951, made a counter-offer of \$1.55 or \$1.60 an hour.

The business agent of local ... also stated before the court of referees that the claimant's employer as well as other employers belonging to the association refused to agree with the demands of the union because they felt that they were "out of line with the building industry" and that, at the meeting held on May 23, 1951, they came back with a counter-proposal of an hourly wage of \$1.55 or \$1.60, which was rejected by the union; that the independent contractors signed an

agreement with the union providing for an hourly wage of \$1.70 and when the claimant and his fellow-workers were informed that their employer, Mr., had not signed the agreement, they left the job.

It is therefore evident that there was a disagreement between the union and the claimant's employer and that this disagreement hinged on the question of wages and therefore was connected with the terms and conditions of employment.

This is of the essence of a labour dispute within the meaning of the definition laid down in Section 2 (1) (d) of the Act.

It is argued on behalf of the claimant that even if there was a labour dispute at the premises at which the claimant was employed, Section 39 (1) of the Act should not apply as it is overruled by Section 43 of the Act.

In many previous decisions of the Umpire it has been stated that Section 43 of the Act applied only to an insured person who is already unemployed and refuses to accept an offer of employment which would affect his right to become, continue to be, or refrain from becoming a member of an association of workers. It does not apply to the case of an injured person who refuses new terms of employment and goes on strike.

In its submission to me, the union has referred to decision CU-B 644.

CU-B 644 deals with the case of a claimant who, while unemployed, was offered a job at a rate of pay lower than that paid in the district by agreement between employers and employees to workers of her experience and therefore cannot be assimilated to the present case.

Under the circumstances the decision of the court of referees, which is in accordance with facts and law, must be upheld and the appeal is dismissed.

Decision CU-B 765, December 4, 1951

Held: *That the claimant, who voluntarily left his employment to follow a business course and was depending on unemployment insurance benefit while in attendance thereat, could not be considered as being available for work within the meaning of the Act.*

Material Facts of Case.—The claimant, single, 20 years of age, was employed as a pantryman in the dining-car service of a railway company from May 21, 1951, to September 15, 1951. He filed a claim for benefit on September 25, 1951, and stated that he had been "dismissed on request" as he expected to be placed on the spare board shortly and he wanted to return to

school. The employer stated that the claimant had voluntarily left his employment to return to school.

In response to a request from the local office for further information, the claimant replied that when he entered the employ of the company it was with the understanding that he would work for the summer only and therefore he decided to ask for his release on September 15 in order to attend a business course; he added that he had started on that course on October 3, 1951, and if suitable employment was offered to him, he would leave the course and accept it. The employer reported that the claimant had requested to be released but that it definitely was not due to lack of work as the claimant could have continued working.

The insurance officer was of the opinion that the claimant had, without just cause, voluntarily left his employment and also that he was not available for work; he imposed disqualifications for a period of six weeks in the first case and for an indefinite period as from October 3, 1951, in the second case. (Sections 41 (1) and 27 (1) (b) of the Act.)

The claimant appealed to a court of referees from the disqualification imposed for non-availability; he was present at the hearing before the court of referees and gave evidence. The majority of the court upheld the decision of the insurance officer.

The claimant appealed to the Umpire.

Conclusions.—The evidence indicates that the claimant took up employment during the summer months and voluntarily left it in September in order to return to school.

He is now following a business course and to use his own words "I was depending on UIC to help keep me going while I am attending college."

Regardless of the sympathy I have for the claimant, I must agree with the majority of the court of referees that under the circumstances he cannot be considered as being available for work within the meaning of the Act.

I might have taken a different view of the case if the claimant had been laid off because of lack of work and instead of remaining idle had taken up a business course. His availability for work would then have been decided in the light of whether his hours of attendance thereat would have prevented him from accepting suitable employment and whether he would have been ready and willing to abandon the course immediately suitable employment became obtainable.

For those reasons the appeal is dismissed.

Monthly Report on Operation of The Unemployment Insurance Act

Statistics for December, 1951,* show a further considerable increase in number of new cases of recorded unemployment among insured persons

During December there was a considerable increase in the number of new cases of recorded unemployment among insured persons. The monthly report issued by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act shows that initial and renewal claims for unemployment insurance benefit received during the month totalled 175,040, compared with 122,603 in November and 134,218 in December, 1950.

Total claimants on the live unemployment insurance register the last working day of the month numbered 287,819 (213,657 males and 74,162 females), as against 186,833 (127,237 males and 59,596 females) on November 30, and 202,345 (159,267 males and 43,078 females) on December 30, 1950. Of the December 1951 total, 238,950 (184,820 males and 54,130 females) were ordinary claimants, 40,685 (22,713 males and 17,972 females) were on short time and 8,184 (6,124 males and 2,060 females) were claiming supplementary benefit.

Adjudicating centres disposed of 148,219 initial and renewal claims, of which 116,637 were entitled to benefit and 31,582 were not entitled. Initial claims disallowed numbered 19,713, while 14,841 disqualifications were imposed (including 2,712 on revised and 260 on supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause", 4,639 cases; "not unemployed", 4,388 cases; and "loss of work due to a labour dispute", 1,580 cases (1,469 of which were in Ontario).

A total of 87,739 persons began receiving benefit on either initial or renewal claims during the month, compared with 67,861 last month and 69,870 one year ago.

An amount of \$6,923,194 was paid in respect of 2,680,987 compensated unemployed days during December, in comparison with \$5,107,466 for 2,033,423 days in November, and \$5,308,818 for 2,192,851 days in December, 1950.

During the week December 29-January 4, 152,269 persons received benefit payments

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

amounting to \$2,232,209 for 852,687 unemployed days. For the week November 24-30, \$1,327,648 was paid to 97,511 beneficiaries in respect of 523,648 unemployed days, while during the week of December 30-January 5, one year ago, benefits amounting to \$1,431,588 were paid to 101,918 persons in respect of 583,743 unemployed days.

The average daily rate of benefit for the week December 29, 1951-January 4, 1952, was \$2.62, compared with \$2.54 for the week November 24-30, and \$2.45 for the week December 30, 1950-January 5, 1951.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during December, 1951, insurance books were issued to 4,221,638 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951. This was an increase of 68,640 during the month.

As at December 31, 1951, employers registered numbered 242,853—a decrease of 589 since the end of November.

Supplementary Benefit

Supplementary unemployment insurance benefit is payable during the period January 1 to March 31, inclusive.

The procedure for handling supplementary benefit claims this year is unchanged from last year. However, under Section 87 D (c) of the Unemployment Insurance Act, Class 3, which contained special provision for payment of supplementary benefit to persons with a record of employment in lumbering and logging, is inoperative as of March 31, 1951.

*See Tables E-1—E-8 at end of book.

(Lumbering and logging, insurable in British Columbia as of August 1, 1946, was made insurable elsewhere in Canada as of April 1, 1950.) Class 4 is not at present applicable, since there has been no extension of coverage within the past year. Therefore, supplementary benefit applies at the present time only to persons in Classes 1 and 2—persons whose benefit

years have terminated since the preceding March 31, and persons who failed the statutory conditions since the preceding March 31, respectively. Benefits are payable commencing January 1.

The number of initial claims considered during December, and their disposition, are shown in Table E-8 in the Labour Statistics section.

Unemployment Insurance Act to be Amended

Amendments to the Unemployment Insurance Act were forecast in the Speech from the Throne read at the opening of the sixth session of the 21st Parliament on February 28.

Parliament will also be asked to consider a revision of the Immigration Act and related amendments to the Canadian Citizenship Act.

N.Y. State May Offer Tax Relief to Working Mothers

A bill which would permit working mothers to deduct from their taxable income up to \$1,000 a year for baby sitters and the cost of keeping children in day-care centres has been passed by the New York State Senate. It is awaiting passage by the state Assembly.

Another measure passed by the state Senate would permit cities to equip and maintain sheltered workshops to provide suitable training and work for persons over 60 years of age, subject to supervision by the State Social Welfare Department.

Fair Wages Conditions

In Dominion Government Contracts

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain

from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During January

(1) Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 123 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 95 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 63,841.00
Post Office	10	178,303.25

(3) Arrears of Wages

During January the sum of \$2,295.65 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed to the 20 employees concerned.

Contracts Containing Fair Wages Schedules

Awarded During January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Hays District Alta: Beattie Ramsay Construction Co Ltd, construction of canal & road (Bow River Project). *Lake McGregor Alta:* Thode Construction, Ltd, repairs to north dam (Bow River Project).

Central Mortgage and Housing Corporation

St John's Nfld: Diamond Construction Ltd, construction of housing units; Diamond Construction Ltd, construction of housing units; Horwood Lumber Co Ltd, construction of housewalks. *Trenton N S:* Cameron Contracting Ltd,* removal of old, installing new, floors. *Montreal P Q:* D'Errico Bros Construction Reg'd, construction of driveways & walks; Maurice Moriat, cutting & grading of properties. *St. Johns P Q:* Williams Construction Co Ltd, construction of housing units. *St Therese P Q:* Jean Paquette, construction of housing units; Wiggs, Walford, Frost & Lindsay,* design of steam heating system. *Valcartier P Q:* Community Enterprises Ltd, construction of streets, driveways & walks. *Ajax Ont:* Hagersville Asphalt Paving Ltd, construction of curb & gutter catch basins; Griffith & Crane Construction Co,* widening roadway. *Bathurst Heights Ont:* Ruscia Bros Co. Ltd, construction of sewer extension. *Deep River Ont:* M Barr Construction Ltd, construction of watermains & sanitary sewers. *Gloucester Ont:* A S Petersen Ltd, construction of bldgs, sewers & watermains. *North Bay Ont:* Russell Construction Co Ltd, construction of housing units with

services. *Windsor Ont:* Albert Loisel & Fils Enrg,* installing supports under floor joists. *Shilo Man:* Roy Swail,* storm sewer extension. *Regina Sask:* Shoquist Construction Ltd, construction of walks & eliminating defects; Capital Floor & Sanding,* removal & replacement of defective tile; Capital Floor & Sanding,* removal & replacement of defective tile. *Calgary Alta:* Standard Gravel & Surfacing of Canada Ltd, hard surfacing of roadways, Currie Barracks & Currie Field; Western Excavating, rough grading of roads, Currie Barracks. *Suffield Alta:* Standard Gravel & Surfacing of Canada Ltd, construction of roadways & pathways; Standard Gravel & Surfacing of Canada Ltd, construction of roadways. *Belmont Park B C:* G S Eldridge & Co Ltd,* checking & laying concrete. *Chilliwack B C:* G S Eldridge & Co Ltd,* checking & laying concrete. *Vancouver B C:* Pyke & White Construction Co Ltd, construction of houses; Pyke & White Construction Co Ltd, construction of houses; George Meredith, construction of sidewalks; J H Merae Co Ltd, installation of street lighting system; Vancouver Associated Contractors Ltd, construction of housing units.

Defence Construction Limited

Goose Bay Labrador: Canadian Vickers Ltd,* installation of steam generating units. *Summerside P E I:* Bryant Electric Co Ltd, extensions to electrical distribution system. *Greenwood N S:* Kenney Construction Co Ltd, construction of central heating plant, RCAF Station. *Bagotville P Q:* Kelly Construction Co Ltd, installation of storm sewer system. *Montreal P Q:* Lareau & Dupuis Ltee, construction of dynamometer bldg. *St Hubert P Q:* A D Ross Co Ltd, installation of aerodrome lighting equipment. *Valcartier P Q:* M H N Gruner & Co Ltd, erection of

warehouses. *Barriefield Ont:* Holdercroft Construction Co Ltd, installation of storm sewers. *Camp Borden Ont:* A W Robertson Ltd, construction of standard central heating plant. *Clinton Ont:* J Gaffney Construction Co, construction of water softening plant, pumping station & reservoir. *Cobourg Ont:* H J McFarland Construction Co Ltd, construction of services, Central Ordnance Depot. *Downsview Ont:* G Hardy, construction of standard central heating plant. *Kingston Ont:* M Sullivan & Sons Ltd, construction of laboratory bldg. *North Bay Ont:* T Baldasaro & Sons,

construction of intake, reservoir, pump houses & water main; Moore Electric Ltd, installation of electrical distribution system & fire alarm system. *Ottawa Ont*: A S Petersen, installation of services & interior finishing steelox extension to DCED Bldg, Victoria Island. *Petawawa Ont*: M Sullivan & Sons, construction of prefabricated garage & tank hangar. *Toronto Ont*: G Carter Construction Co Ltd, construction of administration bldg. *Uplands Ont*: Sirotek

Construction Ltd, construction of quadrant shelter bldgs. *Cold Lake Alta*: Sparling-Davis Co Ltd, construction of water supply system. *Penhold Alta*: Poole Construction Co Ltd, construction of sewage treatment plant. *Comox B C*: Smith Bros & Wilson Ltd, construction of standard central heating plant. *Fort Nelson B C*: Marwell Construction Co Ltd, installation of water mains, pumphouse etc, Mile 295 NWHS.

Department of Public Works

St John's Nfld: Newfoundland Engineering & Construction Co Ltd, addition & alterations to bldg, Buckmasters' Field. *Lennox Island-Port Hill P E I*: Wallace Noye, Allison Raynor & James Noye, construction of ferry landings. *Digby N S*: M A Condon & Son, improvement to spur pier. *White's Cove N S*: Alfred Thimot & Medard Comeau, breakwater repairs. *St Andrews N B*: Caldwell Construction Co Ltd, addition & alterations to public bldg. *Saint John N. B*: Scotia Sprinklers Ltd, installation of automatic sprinkler & fire alarm systems, Lancaster Hospital. *West Saint John N B*: John Flood & Sons Ltd, repairs to partitions, Customs & Immigration Bldg. *St Mary's (Shippigan Island) N B*: Diamond Construction Co Ltd, harbour protection. *Amqui P Q*: Mitis Construction Co Ltd, addition & alterations to public bldg. *Chandler P Q*: Marcel Cauvier & John Everett Keays, reconstruction of wharf. *Chatham Ont*: Dinsmore Construction Limited, construction of entomological laboratory. *Colborne Ont*: Charles Jackson, construction of public bldg. *Hamilton Ont*: Frid Construction Co Ltd, harbour improvements, Catherine St Wharf. *Kingston Ont*: Thomas L Grooms, alterations to customs house. *Ottawa Ont*: Taggart Construction Ltd, alterations to

military stores bldg, Cartier Square; A Lanetot Construction Co, alterations to Mackenzie Bldg. *Port Arthur Ont*: Consolidated Dredging Ltd,* dredging. *Sioux Lookout Ont*: Thunder Bay Harbour Improvements Ltd, wharf repairs & extension. *Southampton Ont*: John D Trumbley, erection of new public bldg. *Toronto Ont*: Evan S Martin, alterations to bldg, Bathurst St, to provide for food laboratory, Defence Research Board. *Manitou Man*: J D Cumberland, construction of RCMP detachment bldg. *Morden Man*: Henry Borger & Son Ltd, installation of water & sewer system, Dominion Experimental Farm. *Glaslyn Sask*: Olaf Tidfors, construction of RCMP detachment bldg. *Regina Sask*: Trail Plumbing & Heating (Sask.) Ltd, installation of boilers, Veterans' Home; Bird Construction Co Ltd, construction of RCMP fire hall. *Kingsgate B C*: C J Oliver Ltd, construction of customs & immigration bldg. *New Westminster B C*: Fraser River Piledriving Co Ltd, improvements to fishery station. *Port Essington B C*: Skeena River Piledriving Co, replacement of approach, floats & ice shield. *Prince Rupert B C*: Northwest Construction Ltd, major repairs, Miller Bay Indian Hospital. *Seal Cove (Prince Rupert) B C*: F O White, construction of seaplane landing.

Department of Transport

Mecatina P Q: Tower Co Ltd, improvements of radio range site. *Fort William Ont*: Hacquoil's, construction of access road to remote receiver site, airport; Stead & Lindstrom Ltd, construction of air traffic bldg, airport. *Winnipeg Man*:

Bird Construction Co Ltd, construction of air traffic bldg, airport. *Calgary Alta*: A F Byers Construction Co Ltd, repairs to roof trusses of hangar. *Edmonton Alta*: A F Byers Construction Co Ltd, repairs to roof trusses of hangar.

Schedules Prepared and Contracts Awarded - December

(1) Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 75 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 127 construction contracts was awarded by the

various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

See explanatory note under this heading on p. 322.)

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Defence Production	10,768	\$31,748,097.00
Defence Production (November Report)....	12,178	62,240,418.00
Post Office	13	108,906.32

(3) Arrears of Wages

During December the sum of \$451.27 was collected from three employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed to six employees concerned.

Contracts Containing Fair Wages Schedules

Awarded, December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Lake McGregor Alta: Emil Anderson Construction Co Ltd, repairs to South Dam, Bow River Project.

Central Mortgage and Housing Corporation

St John's Nfld: H S Yetman,* repairs to certain units. *Greenwood N S:* Ashfield Bros, clearing, grading roads & water & sewer connections; L G Rawding,* landscaping. *Quebec P Q:* Marc Gilbert,* designing profiles of streets; D I O'Gallagher,* topographical survey. *St Hubert P Q:* Community Enterprises Ltd, construction of houses; H W Lea,* engineering service for roads; Desourdy Construction,* transfill & supplying bulldozer; Desourdy Construction,* construction of culverts. *Deep River Ont:* Zeller's Contracting Co Ltd, construction of houses. *Fort Frances Ont:* J Hartviksen & Sons,* construction of concrete housewalks. *Renfrew Ont:* M Sullivan & Son Ltd, construction of houses with basements. *Trenton Ont:* H J McFarland Construction Co, construction of storm

sewer system. *Uplands Ont:* Campeau Construction Co, construction of houses. *Windsor Ont:* Ro-Mo Construction, construction of houses; Ecclestone Construction Ltd, construction of houses; Riverside Construction, construction of houses; Windsor Brickcote Ltd, construction of houses; Ontario Construction, construction of houses; Woodlawn Construction Ltd, construction of houses; William Buttery, construction of houses. *MacDonald Man:* Pearson Construction Co Ltd,* unloading prefabricated houses; Underwood & McLellan,* engineering services. *Portage la Prairie Man:* Underwood & McLellan,* engineering services. *Rivers Man:* Claydon Co Ltd, construction of roads & walks, etc. *Shilo Man:* Maple Leaf Construction Ltd, paving driveways & walks; Bird Construction Co Ltd, grading of roads; Bird

Construction Co Ltd, grading of roads. *Winnipeg Man*: Bird Construction Co Ltd,* replacement of wood siding on certain units; Bird Construction Co Ltd,* replacement of wood siding on certain units; Claydon Co Ltd,* replacement of siding on certain units; Claydon Co Ltd,* replacing wood sidings; G H Herriot,* surveying & staking all roads & lots; Bird Construction Co Ltd,* replacement of wood siding. *Moose Jaw Sask*: Bird Construction Co Ltd, construction of houses. *Saskatoon Sask*: Smith Bros & Wilson Ltd, construction of houses. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of roads & walks. *Clareholm Alta*: Western Excavating Co,*

unloading boxcars; Western Excavating Co,* unloading prefabricated houses. *Edmonton Alta*: Stewart, Little & Stewart,* surveying. *Lethbridge Alta*: Emerald Florists & Gardens,* supplying & planting trees. *Namoo Alta*: Arthur A Voice,* removal of top soil; Daroz Bros Contractors, construction of roads; Fort Construction Co Ltd, installation of storm sewers. *Comox B C*: Smith Bros & Wilson Ltd, construction of houses; Amalgamated Defence Projects,* water & sewer design. *Macaulay B C*: Farmer Construction Ltd, construction of houses. *Vancouver B C*: Underhill & Underhill,* services of land surveyor; J Muirhead,* engineering services. *Whitehorse Y T*: Chappie's Transfer,* unloading box cars.

Defence Construction Limited

Chatham N B: Modern Construction Ltd, installation of underground steam distribution system; Sterling Electric Ltd, installation of power distribution system. *Drummondville P Q*: J F Wickenden Co, construction of armoury. *Lachine P Q*: J H Dupuis Ltd, conversion of bldgs to married quarters. *Quebec P Q*: Le Syndicat de Construction Moderne Ltee, alterations to former Bell Telephone Bldg. *St Hubert P Q*: Spino Construction Ltd, construction of sanitary, storm sewers, water system, roads & curbs. *Valcartier P Q*: Mobec Ltd, alterations & extensions to steam distribution system. *Ville La Salle P Q*: L Gordon Tarlton Ltd, installation of electrical services in garage. *Barriefield Ont*: M Barr Construction Ltd, installation of storm & sanitary sewers & water mains. *Centralia Ont*: Canadian Vickers Ltd,* installation of steam generating units. *Clinton Ont*: Ball Bros, construction of telecommunication school; Cornell Construction Co Ltd, construction of water mains, sanitary & storm sewers. *Cobourg Ont*: Bepeco Canada Ltd, erection of transformer for main sub-station. *Downsview Ont*: Foster Wheeler Ltd,* installation of steam generating unit. *London Ont*: W H Cooper Construction Co, construction of garage. *Long Branch*

Ont: K J Beamish Construction Co Ltd, stock piling & laying granular fill, RCOC Depot. *Meaford Ont*: James Kemp, construction of concrete floor in garage. *Gimli Man*: Peter Leitch Construction Ltd, construction of bldg. *Winnipeg Man*: Vulcan Iron & Engineering Ltd, erection of steel tanks. *Moose Jaw Sask*: Smith Bros & Wilson Ltd, construction of school. *Cold Lake Alta*: Foster Wheeler Ltd,* installation of steam generating units. *Namoo Alta*: Foster Wheeler Ltd,* installation of steam generating units; Foster Wheeler Ltd,* installation of steam generating units. *Penhold Alta*: Alexander Construction, construction of school. *Ralston Alta*: Burns & Dutton Concrete & Construction Co Ltd, renovation of cafeteria. *Suffield Alta*: Bird Construction Co Ltd, construction of hangar type test shed. *Comox B C*: Foster Wheeler Ltd,* installation of steam generating units. *Esquimalt B C*: Commonwealth Construction Co Ltd, construction of permanent barracks. *Kamloops B C*: Commonwealth Construction Co Ltd, construction of inland magazine establishment. *Victoria B C*: Farmer Construction Ltd, construction of maintenance & storage bldg; G H Wheaton, installation of water mains.

Department of Defence Production

Hamilton (Mount Hope) Ont: Partridge Plumbing & Heating, installation of low pressure heating system, RCAF Station. *Simcoe Ont*: Anguish & Whitefield Ltd, installation of heating system, armoury. *Toronto Ont*: Design-Craft Ltd, refurbishing, erecting new construction & dis-

mantling of booths, Canadian International Trade Fair (1952). *Shilo Man*: Western Asbestos Co Ltd, re-roofing of bldgs, military camp. *Esquimalt B C*: General Construction Co Ltd, regrading & paving of road, HMC "Dockyard".

Department of Defence Production

(November Report)

Dartmouth N S: W S Redmond, revamping heating system in hangar. *Longue Pointe P Q:* Combustion Engineering Corp Ltd, replacement of stokers, Ordnance Depot. *Montreal P Q:* Canadian Comstock Co Ltd, installation of training equipment; D Cote Ltd, re-roofing various bldgs, Ordnance Depot. *Fort William Ont:* Darling Plumbing & Heating Co Ltd, installation of steam boilers, armoury. *Ottawa Ont:* A Lanctot Construction Co, removal of old & construction of new concrete floor & installation of fire stand pipes,

Drill Hall; Hart Construction Co Ltd, alterations to bldg for DAF Pensions Bureau. *Rockcliffe Ont:* G A Crain & Sons Ltd, rehabilitation & conversion of barrack block to office space. *Portage la Prairie Man:* T Eaton Co Ltd, laying of asphalt tile. *Penhold Alta:* McCready Johannson Ltd, roof replacement. *Prince Rupert B C:* Mitchell & Currie Ltd, repairs to ramp road, Naval Radio Station. *Royal Roads B C:* Dominion Steel & Cqal Corp Ltd, fencing part of boundary, Canadian Service College.

Department of Public Works

Burin Nfld: Horwood Lumber Co Ltd, construction of RCMP detachment bldg. *Clarenville Nfld:* George Vardy & George W Brown, construction of RCMP detachment bldg. *Deer Lake Nfld:* Newfoundland Engineering & Construction Co Ltd, construction of RCMP detachment bldg. *Placentia Nfld:* Diamond Construction Co Ltd, construction of RCMP detachment bldg. *St Lawrence Nfld:* Horwood Lumber Co Ltd, construction of RCMP detachment bldg. *Stephenville Crossing Nfld:* Newfoundland Engineering & Construction Co Ltd, construction of RCMP detachment bldg. *Whitbourne Nfld:* Diamond Construction Co Ltd, construction of RCMP detachment bldg. *Graham's Pond P E I:* H J Phillips & Son, breakwater repairs & extensions. *Brooklyn N S:* J P Porter Co Ltd,* dredging. *Halifax N S:* L G & M H Smith Ltd, repairs to King's wharf. *Parrsboro N S:* Rodney Contractors Ltd, alterations & repairs to public bldg. *Port Hawkesbury N S:* Allan J MacDonald & Duncan A MacIsaac, construction of RCMP detachment bldg. *Sydney N S:* Municipal Spraying & Contracting Ltd, paving & gravel surfacing, Sydney Terminal Wharf. *Cocagne Bar N B:* Roger Leblanc,* dredging. *Montreal P Q:* Richard & B A Ryan Ltd, partitioning, etc for UIC, Packard Bldg. *Quebec*

P Q: Adrien Hebert, alterations, St. Roch Post Office Bldg. *Riviere Whalen (Cap des Rosiers) P Q:* Emile Cloutier & Charles H Nadeau & Sons Ltd, wharf improvements. *Collingwood Ont:* Richardson Construction Co Ltd, harbour improvements (warehouse). *Fort Erie Ont:* S. Elmer Zimmerman, construction of RCMP detachment bldg. *Hamilton Ont:* R A Blyth, harbour improvements. *Ottawa Ont:* Edgar Dagenais, repairs to stonework, Daly Bldg; Taggart Construction Ltd, installation of sewage disposal system, Central Experimental Farm; P G Kenny, alterations to Neatby residence, Central Experimental Farm. *Emerson Man:* Ducharme & Hamilton, construction of RCMP detachment bldg. *Steinbach Man:* Randver Sigurdson, erection of public bldg. *Winnipeg Man:* James Beaton & Sons, alterations to identification office, RCMP barracks. *Vegreville Alta:* Sandquist Construction Co, construction of RCMP detachment bldg. *Cape Mudge (Quadra Island) B C:* Frank Gagne, construction of wharf & breakwater. *Capilano River B C:* E S Livsey & Co Ltd,* bank protection. *Ladysmith B C:* Harbour Pile Driving Co, wharf renewal. *Mayne Island B C:* Pacific Piledriving Co Ltd, wharf repairs & improvements.

Department of Transport

Sorel P Q: Central Electric, electrical work, Workshop Bldg.

Employment Conditions

January 1952

Seasonal inactivity made its full impact on employment during January. Producers goods industries were active but consumers goods industries, especially the textile group, were producing at reduced levels; short work weeks and lay-offs continued in many consumers goods industries

Current labour market surpluses reflect not only seasonal employment reductions but also the effects on production and the labour force of the adjustments stemming mainly from the defence program. The impact of seasonal inactivity and of the other employment adjustments on the labour market is shown by the 362,800 workers registered for employment at local NES offices at the end of January, 1952, compared with the 300,000 registered last year at the same time. Unfilled vacancies numbered 23,700 at the end of January, 1952, while 35,700 vacancies were registered last year at about the same date. Placements remained nearly the same at the two dates—approximately 12,600 a week.

The mining industry added about 4,000 men to its work force during the year. This aggregate increase was achieved in spite of moderate employment losses in the coal and gold mining groups. The strong over-all demand for base metals, oil and some non-metallic minerals has resulted in sufficient hirings in these fields to offset declines in other sectors of the mining industry.

Logging employment expanded during January as the loggers moved back into the woods following the Yuletide holidays. Among pulpwood loggers in the East, the total number at work increased from 56,000 at the beginning of January to 76,000 at the middle of the month. This total declined by about 3,000 during the last two weeks of the month as cutting was finished in some areas and other workers left voluntarily.

The index of employment in the manufacturing industries at December 1, 1951, was 189.2 (1939=100), about two per cent above the levels of a year earlier. Among the industries responsible for this increase, with the estimated percentage increase in employment during the year in parentheses, were: aircraft and parts (103%); ship-building (56%); agricultural implements (12%); and non-metallic mineral products (10%). On the other hand, further layoffs were reported in January in the textile and

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

household appliances industries but, for the first time in several months, none took place in the automobile industry. Tobacco, leather and furniture plants also reported staff reductions.

The construction industry was at its annual low point in the year's operations and was a main source of seasonal unemployment. More than 70,000 construction workers were registered with the National Employment Service at the end of January, including 28,000 carpenters, 7,000 painters, 2,900 bricklayers and tile setters, 1,700 plumbers and steamfitters, 1,300 plasterers and 25,000 unskilled construction workers.

Regional Analysis

During January, an accelerated decline in employment activity in the *Atlantic* region reflected, in the main, the interplay of seasonal factors inherent in the basic structure of the economy. Because of the predominance of primary industries in the region, employment is particularly vulnerable to climatic conditions, witnessed during the month under review by a pronounced increase in the number of job seekers. Continued slackening in the construction industry, seasonal declines in fishing and fish processing and the change-over from wood cutting to hauling were the dominating factors in accelerating this decline in employment.

Although registrations with the National Employment Service were 50 per cent higher than a month earlier, bringing the total to some 42,400 at January 31, the over-all employment situation is only slightly less favourable than one year ago and considerably better than in the 1946-1950 period. Manufacturing, with the

exception of some textile and heating equipment plants, maintained a high level of activity.

Although only small lay-offs were experienced in the textile industry during the month, appearing solely in the Fredericton and St. Stephen areas, extensive short-time persisted generally throughout the industry.

Diminishing employment opportunities had the effect of swelling the labour surplus pool. The most pronounced increases occurred in *St. John's*, *Bathurst* and *Yarmouth* areas, while *Charlottetown*, *Summerside*, *Inverness* and *Moncton* showed a more gradual deterioration.

Job seekers became more numerous in Newfoundland as seasonal slackening in construction, coastal navigation and port activity worsened the employment picture, particularly in the St. John's area. The Prince Edward Island employment picture reflected the usual seasonal inactivity in agriculture and construction and the closing of the north shore port; but currently the Island has more men employed than at any time since the Second World War. Unfavourable weather conditions greatly curtailed woods work and prohibited other seasonal activities such as smelt fishing and ice harvesting in the Bathurst and Yarmouth areas, while in Moncton progressive lay-offs in heating equipment plants have been the primary reason for the steady rise in NES registrations. In Inverness the number of employment opportunities steadily lessened and workers released from seasonal occupations were unable to obtain alternative employment.

A high level of activity in shipbuilding in Bridgewater, Liverpool, Halifax and Saint John, coupled with dock work in the larger centres, has arrested the downward trend.

At January 31, 1952, the number of unplaced applicants climbed to 104,500 in the *Quebec* region as compared with 89,200 at approximately the same date in 1951. Unfilled vacancies stood at 8,600 as against 14,500 at the same dates respectively, and the general employment pattern remained much the same throughout this region.

Employment in agriculture was at a low ebb in January, with most farm activities at a standstill. Activity in forestry was quite high, although many loggers went home for the Christmas holidays and began returning to the woods only during the second half of January. Cutting in the East was hampered because of too much snow, while in the Northwestern region of the province, hauling of logs was hindered by the lack of sufficient snow.

Mines, metallic and non-metallic, were reported as adequately staffed, but employers forecast a high turnover for the spring. There was little demand for skilled miners.

Employment conditions in consumers' durable and semi-durable manufacturing continued at the reduced levels of recent months. The most depressed sector was still the textiles group. However, in Victoriaville and Quebec, there were signs of a revival, with the employment picture being brightened by a \$2 million defence contract awarded to two clothing manufacturers of Victoriaville and to the opening of a garment factory in Quebec, which needed 150 workers. The fur industry and the tobacco industry experienced more lay-offs while the shoe industry was showing greater activity because of defence contracts. Furniture manufacturing did not see as many new orders coming as was expected following the furniture show in Montreal. The brightest spots in the manufacturing section of the labour market were the aircraft industry, the pulp and paper industry and the chemical industry where production and employment reached higher levels. The food industry, particularly meat packing and creameries, lost rapidly the vigour generated by the Christmas trade.

Transportation equipment, shipbuilding and public utilities showed fair employment levels. Construction was at its lowest point of activity, although employers were optimistic as a result of easier credit regulations.

At the end of January, ten centres had substantial labour surpluses of 15 per cent and over, compared with seven at the end of December. These centers were: *Beauharnois*, *Chandler* (inc. Gaspe and New Richmond), *Drummondville*, *Granby*, *La Malbaie*, *Mégantic*, *Port Alfred*, *St. Agathe des Monts*, *Ste. Thérèse*, *Shawinigan Falls*. Fifteen centres had moderate labour surpluses (applications at NES amounting to 10 to 14.9 per cent of all wage and salary workers in the area) compared with nine at the end of December. There has been a marked tendency for surpluses to increase, particularly in medium-sized industrial towns.

The full impact of seasonal unemployment, coupled with further staff reductions in consumer goods manufacturing and some heavy industries, brought an addition of more than 25,000 during January to the total number of active job applications filed with the National Employment Service in the *Ontario* region. Over 19,000 of this rise occurred in the first half of the month; but a pronounced slackening in the

rate of increase was noticeable toward the end of the period. The February 1 total, at 110,500, was more than 65 per cent above the level a year earlier. Although there were no signs of a general improvement in employment conditions in manufacturing, small scattered recalls and some hirings for defence work improved the situation in a number of southern Ontario centres. In total, however, depressed employment conditions— indefinite lay-offs and shortened work weeks— remain the rule in most textile, clothing, footwear, furniture, leather, rubber, electrical goods and auto assembly and supplier establishments. The availability of supplementary unemployment insurance benefits as of January 1 caused a substantial part of the rise in job registrations during the month. Most of these, of course, were applications filed by seasonally inactive workers but factory workers, who normally are not subject to seasonal release, formed a larger proportion of job applicants than usual. These workers have been drawing on their regular unemployment insurance through the fall and early winter months, and without supplementary benefits many of them now would be exhausting their benefit entitlements and allowing their registrations to lapse.

A seasonal lull prevailed over most of the **Prairies** during January. Activity in agriculture, vegetable processing, construction and transportation reached a low point and unemployment rose evenly over most of the region. The proportion of job applications to the labour force at the beginning of February was 5 per cent, compared with the national average of 7 per cent. The main reasons for this are the high level of woods production, farming income, industrial expansion in Alberta and defence construction projects now under way.

At February 1, there was an approximate balance of labour demand and supply in ten of the twenty-nine local areas in the region and slight surpluses in eighteen areas. In Lethbridge, the completion of sugar processing and a curtailment in stock feeding and construction were responsible for an additional 700 job applications at the NES office. Lay-offs in flour and feed mills in Winnipeg were counterbalanced by renewed activity in the textile and clothing trade.

Weather conditions permitted a heavy logging cut this winter in the Lakehead area and there are some signs that the accelerated pulp and newsprint production of the past year has caught up with the

backlog of demand. If woods employment returns to its traditional level of 2-3,000, some 7,000 men will be released between mid-January and mid-April, which fact may create a temporary unemployment problem in the two Lakehead cities.

Storms continued through the first half of January, bringing over ten feet of snow to certain areas of the **Pacific** region. Logging camps, with the exception of those in the Prince Rupert-Prince George district, suspended operations almost completely.

Sawmill activity was reduced by about one-third. It is reported that an increasing number of the small-scale, less efficient firms are finding it unprofitable to operate under present high prices of logs and increasing labour costs.

On the largest construction project in the region, the Kitimat power development, the number of workers has been reduced by more than 1,500 since fall, and it probably will be late spring before employment is up to its former level. Expansion of employment at the new pulp mills at Nanaimo and Duncan Bay, on which more than 1,000 men are presently engaged, will also await for spring.

At the beginning of February, the number of job applications had risen to 57,500, an increase of 12,200 during the month, and as loggers and construction workers moved to the cities, labour surpluses spread. Of the eighteen labour market areas, nine had substantial manpower surpluses, five had moderate surpluses, and four had slight surpluses. In no area was the demand for labour sufficient to strike an approximate balance with the supply. At the beginning of the year two local areas were still in this category.

The impact of the weather was greatest in Vancouver Island, and substantial labour surpluses existed in all areas but Victoria. At Nanaimo, the final closing down of the South Wellington mine caused the release of 150 workers, many of whom are unwilling to move to mining jobs in other areas. On the mainland, the progressive closing of fruit and vegetable processing plants, together with the reduction of logging and lumbering, created substantial manpower surpluses at Chilliwack, Kelowna, New Westminster and Nelson. In many of these areas, the higher year-to-year level of job applications can be traced to the effects of the drought last summer on the general level of business. In Vancouver, 1,500 shingle mill workers, more than 3,000 construction workers and 1,500 loggers formed the major portion of the surplus that bordered on the substantial category.

Wages, Hours and Working Conditions

Rubber Products Industry,

October, 1951

Wage rates rose 18 per cent during year ending October, 1951. More paid statutory holidays now enjoyed and vacations more liberal. The 5-day week now almost universal; average work week now under 42 hours

Wage rates in the manufacture of rubber products in Canada rose by 18 per cent during the year ending October, 1951. The 5-day week has become almost universal throughout the industry, and the average work week is now under 42 hours' duration. In addition, vacations have become more liberal and more paid statutory holidays are being enjoyed.

This article deals with 30 establishments in the rubber industry employing almost 20,000 workers including both plant and office personnel. The number of plants is comparatively small, but the average number of employees in the 30 principal establishments used in this study is about 675.

In 1950 the rubber products industry spent some \$54 million in wages and salaries and its gross value of production totalled \$239 million. In addition to satisfying her domestic needs, Canada enjoys a considerable export market for rubber goods. Tires and tubes constituted well over half the total value of the 1950 production, while footwear constituted 14 per cent; and miscellaneous other products, the remainder: 29 per cent.

Average Wage Rates¹ (Table I).—The index of average hourly wage rates in the rubber products industry had by October 1, 1951, risen to 269.9 over the base year 1939 as 100. This represents an increase of 18.0 per cent over 1950 and is considerably higher than the increase of 5.1 per cent which occurred during 1950.

¹In the rubber products industry, occupational wage rates are included for all workers in selected occupations engaged in manufacturing rubber tires and tubes, rubber footwear, and other rubber products, whether or not the plants concerned were engaged in manufacturing one or all of these products. In other industries covered in these monthly analyses, the occupational wage rates averages generally apply to those workers who are engaged in processing the principal product or group of products of the establishments.

Each year the Economics and Research Branch of the Department of Labour conducts a survey of some 16,000 industrial establishments requesting information on wages and working conditions. The data on wages are collected on an occupational basis; employers are asked to indicate the wage rates (or average straight-time earnings when piece-work is involved) for the principal jobs in each particular industry. Information on working conditions, principally, hours of work, overtime policy, vacations with pay, and statutory holidays, is requested as it applies to the particular establishment. In the 1951 survey, the questions were expanded to include such fringe items as severance pay, minimum call pay, job training, and industrial safety measures.

This article is the first of the series based on results of the 1951 survey. Succeeding issues of the "Labour Gazette" will contain similar articles on other industries.

Average hourly wage rates and the middle 80 per cent ranges of rates are shown for three divisions of the rubber products industry. In the tires and tubes division, where all plants covered are located in Ontario, the rates in 1951 were 17 to 26 cents an hour above those reported in 1950, with increases ranging on the average from 17 cents an hour for pot heater curers to 26 cents an hour for tuber operators. Millmen mixers received the lowest rate of pay, \$1.55 per hour, and calendar operators the highest, \$1.79 an hour. Average wage rates for other occupations shown include: inspectors, \$1.60 per hour; compounders, \$1.64; and bias-cutter operators, \$1.71.

In the footwear division, the increases in wage rate averages over 1950 for comparable occupations were grouped between 10 and 20 cents an hour in ten cases, and

between 20 and 30 cents in six others. Rates in Canada for male workers ranged from 99 cents an hour for unskilled labourers to \$1.43 for calender operators; women workers earned from 96 cents an hour for finished goods inspectors to \$1.10 for leather sewing machine operators. Wage rates in Quebec ranged from an average of 82 cents an hour for female shoemakers to \$1.40 an hour for male calender operators. In Ontario the average hourly rates varied from \$1.07 an hour for women finished goods inspectors

to \$1.47 for calender operators. Where comparable occupations are shown, average wage rates were higher in Ontario than in Quebec.

In the manufacture of rubber products of other kinds, increases in the Canada averages over 1950 show wide differentials, ranging from two cents an hour for trimmers and finishers to 25 cents an hour for moulded goods pressmen. In Quebec the average wage rates varied from 75 cents an hour for women finished goods inspectors to \$1.31 for male trimmers and

TABLE 1.—PRELIMINARY AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER, 1951

Industry and Occupation	Canada	Quebec		Ontario	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$	\$	\$
Rubber Tires and Tubes—					
Banbury Operator (Banbury Millman; Banbury Mixer).....	1.61			1.61	1.47-1.73
Bias-Cutter Operator (Cutter).....	1.71			1.71	1.65-1.84
Calender Operator.....	1.79			1.79	1.65-1.99
Compounder.....	1.64			1.64	1.54-1.78
Inspector, Final Tire.....	1.60			1.60	1.48-1.76
Millman, Mixer (Millman; Rubber Mixer).....	1.55			1.55	1.48-1.69
Millman, Warmer.....	1.65			1.65	1.54-1.75
Pot Heater Curer, Tire.....	1.75			1.75	1.65-1.85
Tire Builder, Passenger.....	1.62			1.62	1.53-1.71
Tire Builder, Undercut.....	1.67			1.67	1.63-1.77
Tuber Operator, Tread (Tread Extruder Operator; Tread Tuber; Tubing-Machine Operator; Tread).....	1.72			1.72	1.60-1.82
Tuber Operator, Tube (Tube Extruder Operator; Tubing-Machine Operator, Tube).....	1.71			1.71	1.54-1.88
Rubber Footwear—					
Beam-Press Cutter (Clinking-Machine Operator).....	1.31	1.29	1.23-1.31	1.35	1.32-1.49
Calender Operator.....	1.43	1.40	1.22-1.70	1.47	1.39-1.51
Compounder.....	1.30	1.26	.93-1.64		
Heel, Sole, and Slab Press Operator.....	1.25	1.20	1.14-1.30	1.34	1.16-1.58
Inspector, Finished Goods, Male.....	1.15	1.05	.96-1.10	1.31	1.30-1.36
Inspector, Finished Goods, Female.....	.96	.89	.82-1.15	1.07	.96-1.13
Labourer (1).....	.99	.92	.79-1.05	1.18	1.00-1.34
Mallet-and-Die Cutter.....	1.29	1.23	1.04-1.36	1.36	1.26-1.50
Millman, Mixer (Millman; Rubber Mixer).....	1.33	1.30	1.15-1.48	1.42	1.40-1.48
Millman, Warmer.....	1.27	1.24	1.16-1.60	1.33	1.26-1.43
Outsole Machine Cutter (Electric Knife Cutter).....	1.33	1.29	1.10-1.53	1.37	1.30-1.42
Packer, Case, Male.....	1.17	1.10	.93-1.28	1.23	1.20-1.31
Packer, Case, Female.....	1.04				
Sewing Machine Operator, Cloth, Female.....	1.03	.97	.74-1.17	1.09	1.04-1.12
Sewing Machine Operator, Leather, Female.....	1.10			1.17	1.10-1.18
Shoemaker, Male (2).....	1.18	1.09	.87-1.20	1.30	1.29-1.31
Shoemaker, Female (2).....	.97	.82	.66-.87	1.10	1.04-1.13
Rubber Products, N.E.S.—					
Banbury Operator (Banbury Millman; Banbury Mixer).....	1.45			1.49	1.36-1.61
Bias-Cutter Operator (Cutter).....	1.40			1.42	1.20-1.94
Calender Operator.....	1.40	1.26	1.09-1.42	1.56	1.22-1.73
Die-Cutter Operator.....	1.28			1.29	1.20-1.32
Compounder.....	1.30	1.14	1.06-1.24	1.35	1.08-1.53
Inspector, Finished Goods, Male.....	1.30			1.36	1.16-1.48
Inspector, Finished Goods, Female.....	.89	.75	.50-1.01	.92	.65-1.12
Millman, Mixer (Mixing Millman).....	1.38	1.26	.83-1.40	1.40	1.17-1.54
Millman, Warmer.....	1.37	1.23	1.16-1.34	1.44	1.20-1.42
Packer, Case, Male.....	1.28	1.25	1.15-1.30	1.29	1.14-1.76
Packer, Case, Female.....	1.03			1.03	
Pressman, Belt and Flat Goods, (Belt Curer).....	1.46			1.52	1.48-1.65
Pressman, Moulded Goods (Moulder).....	1.46	1.21	.83-1.35	1.52	1.21-1.85
Trimmer and Finisher, Male.....	1.11	1.31	1.02-1.56	.98	.85-1.20
Trimmer and Finisher, Female.....	1.01	.86	.50-.97	1.03	.72-1.27
Tuber Operator (Extruder Operator; Tubing-Machine Operator).....	1.32	1.29	1.22-1.46	1.33	1.05-1.62

(1) This occupation is found in all three divisions of the Rubber Products Industry.

(2) Includes Tennis Shoes, Lumberman Shoes, Light Shoes, Cloth Shoes and Boots.

finishers. In Ontario, women finished goods inspectors received 92 cents an hour and calender operators, \$1.56. The average rates for comparable occupations again were generally higher in Ontario than in Quebec the difference varying from four cents for case packers and tuber operators to 30 cents for calender operators.

The Normal Work Week (Table II).—During the past four years, the proportion of plant employees on a 5-day week has steadily increased until in 1951 almost all the workers covered by this survey were reported on this schedule.

The following table shows the trend towards the 5-day week between 1948 and 1951:—

Year	Number of Workers on 5-day Week	Percentage of Total Plant Workers
1948.....	10,786	65.4
1949.....	12,377	82.0
1950.....	14,628	92.0
1951.....	15,467	98.8

The trend towards a 5-day week is usually concurrent with a reduction in normal weekly hours. This is the case in the rubber products industry, where the proportion of non-office employees working 45 hours or less rose from 63 per cent in 1948 to 96 per cent in 1951.

The largest group of workers, 51 per cent, were reported on a normal work week of 40 hours in 1951 and the next largest, 37 per cent on a 45-hour week.

Overtime Payment.—Time and one-half was the overtime rate for work after standard daily hours in establishments employing 96 per cent of the plant workers. For work on Sunday, double time was the predominant rate, although time and one-half was also quite common. Double time was the predominant rate for work on paid statutory holidays. Plants employing 87 per cent of the workers reported this rate.

Annual Vacation with Pay (Table III).—Establishments covered by the Department's annual survey have, during the past four years, reported substantial changes in vacation policy. One significant change is an increase in the proportion of plant workers who could become eligible for a maximum vacation of three weeks after 15 or 20 years of employment. Also noted is some reduction in the years of service required to become eligible for these extended vacations.

The extent of these changes is illustrated in the following table:—

Service Requirements	Percentage of Total Workers			
	1948	1949	1950	1951
Three weeks	17.8	32.8	74.4	80.4
After: 15 years..	....	10.5	37.9	63.3
20 years..	17.8	22.3	36.5	17.0

TABLE II.—THE NORMAL WORK WEEK IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER 1951

Plant Workers

Normal Weekly Hours	Canada ⁽¹⁾		Quebec		Ontario	
	Plants	Workers	Plants	Workers	Plants	Workers
Establishments on a 5-day Week						
40.....	10 ⁽²⁾	7,939	1	151	8	7,780
Between 40 and 45.....	3	1,116	.....	.....	2	1,110
45.....	11	5,838	5	3,848	6	1,990
Over 45.....	2	574	.....	.....	2	574
Total.....	26	15,467	6	3,999	18	11,454
All Establishments						
40.....	11	8,009	2	221	8	7,780
Between 40 and 45.....	3	1,116	.....	.....	2	1,110
45.....	11	5,859	5	3,869	6	1,990
Over 45.....	5	678	3	104	2	574
Total.....	30	15,662	10	4,194	18	11,454

⁽¹⁾ Includes 2 establishments with 14 employees in British Columbia.

⁽²⁾ One establishment employing 179 workers reported alternate weeks of 5 and 5½ days; and one establishment reported 128 females working a 38-hour week.

By 1951 all the workers in the rubber industry were receiving an initial vacation of one week after a year or less of employment.

In Quebec, those workers who could become eligible for a maximum vacation of three weeks were required to have 20 years' service; in Ontario more than 50 per cent were in establishments which required only 15 years' service.

Establishments employing more than 12,000 workers reported closing their plants for vacation purposes, generally during the summer months.

Statutory Holidays (Table IV).—Significant changes have taken place since 1948 in the number of paid statutory holidays. The most noticeable change is in the proportion of workers being paid for eight holidays. In 1948, fewer than one-fifth of the plant workers were paid for eight holidays while by 1951, this proportion had risen to four-fifths.

A percentage distribution of plant workers according to the number of paid statutory holidays is shown for the last four years as follows:—

Number of Paid Statutory Holidays	Percentage Distribution of Employees			
	1948	1949	1950	1951
Fewer than 5....	24.4	2.4	1.3	.5
5	4.4	22.5	4.0	3.7
6	12.2	16.0	10.6	10.4
7	42.4	40.7	10.1	3.4
8	16.6	18.4	74.0	80.6

All but a few workers were in plants which paid for some or all of the observed holidays. The largest group of workers was paid for eight holidays; the next largest, for six days. In Quebec, about half the workers were paid for eight statutory holidays and more than two-thirds were paid for six or seven days. In Ontario, just over 91 per cent of the non-office workers were paid for eight holidays.

Shift Differential.—Twenty-three establishments reported 2,144 workers on the afternoon shift and 2,296 on the night shift.

All but a few workers received a differential for working these shifts. For work on the afternoon shift, the differential ranged from three to five cents per hour, with the 3-cent differential predominating. For work on night shift, 1,877 workers were paid a differential of five cents. Other

TABLE III.—ANNUAL VACATIONS WITH PAY IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER 1951

Plant Workers

Length of Vacation and Service Requirement	Canada ⁽¹⁾		Quebec		Ontario	
	Plants	Workers	Plants	Workers	Plants	Workers
Initial Vacation						
One Week with Pay	30	15,662	10	4,194	18	11,454
After: Less than 1 year....	3	1,084	2	1,033	1	51
1 year.....	26	14,570	8	3,161	17	11,403
Service not specified.....	1	8				
Maximum Vacation						
Two Weeks with Pay	10	2,936	7	2,353	1	569
After: Less than 5 years.....	3	52	1	38		
5 years.....	7	2,884	6	2,315	1	569
Three Weeks with Pay	17	12,590	3	1,841	14	10,749
After: 15 years.....	11	9,921			11	9,921
20 years.....	6	2,669	3	1,841	3	828
Initial Vacation Maintained	3	136			3	136
One Week.....	3	136			3	136
Total	30	15,662	10	4,194	18	11,454

(1) Includes 2 establishments with 14 employees in British Columbia.

differentials reported for night shift work were four and seven cents per hour and five and 15 per cent of the day rate.

Special Wage Clauses.—Four establishments employing 1,471 plant workers reported that wages were adjusted in accordance with changes in the cost-of-living index. Also, four establishments employing 4,300 plant workers reported severance pay, the amount being based on the number of years' service.

Provision for minimum call pay of two distinct types was reported by plants having a total employment of 11,500 plant workers. In 15 establishments three or four hours' pay is guaranteed to those for whom no work is available upon their reporting for duty during the regular working schedule.

Nineteen establishments employing 11,494 plant workers reported a policy whereby employees were paid for a stipulated minimum number of hours when called in to perform duties outside their regular working hours. Of these, seven plants employing 3,458 workers reported minimum call pay of four hours; six employing 3,400 workers, three hours; five employing 5,163 workers, two hours; and a small number of employees were in establishments reporting minimum call pay of one hour. A few plants which guaranteed two hours' work to employees called in to work outside their regular hours allowed additional time with pay for travelling to and from work.

Job Training.—Slightly more than 7,400 plant workers were employed in seven establishments which reported formal training in skilled and semi-skilled trades. There were 543 employees actually receiving either classroom instruction or organized "on-the-job" training at the date the survey was made. About 205 workers were being trained for supervisory work under an organized training program.

Industrial Safety.—Facilities for the prevention or treatment of accidents or illness were available to workers in 25 establishments with a total plant employment of 14,800 persons. The types of such facilities available to these workers and the percentage of employees covered by each are as follows:—

	Percentage of Total Number Covered
Worker-supervisor safety committees	82
Safety engineer	65
Employees' courses in first aid	69
Provision for recurring medical examinations.	51
Full-time nurse	92
Full-time or part-time doctor	26

OFFICE EMPLOYEES

Twenty-eight establishments in the rubber products industry reported 4,133 office workers at the time of the Department's annual survey in 1951.

TABLE IV.—STATUTORY HOLIDAYS IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER 1951

Plant Workers						
Number of Statutory Holidays Observed	Canada ⁽¹⁾		Quebec		Ontario	
	Plants	Workers	Plants	Workers	Plants	Workers
6.....	4	410	1	38	2	366
7.....	2	846	2	846	.....	.....
8.....	15	9,089	1	492	14	8,597
9.....	4	2,678	1	179	2	2,491
11 or more.....	5	2,639	5	2,639	.....	.....
Total.....	30	15,662	10	4,194	18	11,454
Number of Statutory Holidays Paid for Although not Worked						
None.....	2	85	.....	.....	2	85
5.....	4	585	3	579	.....	.....
6.....	6	1,624	2	681	3	935
7.....	2	846	2	846	.....	.....
8.....	16	12,522	3	2,088	13	10,434
Total.....	30	15,662	10	4,194	18	11,454

(1) Includes 2 establishments with 14 employees in British Columbia.

The 5-day week was in effect in 25 establishments employing all but one per cent of the office workers. Sixty-eight per cent of the total employees were on a normal work week of 37½ hours, 12 per cent were working between 37½ and 40 hours and virtually all of the remainder were on a 40-hour week.

All the establishments in the industry gave an initial vacation of at least one week to their employees. The majority of office workers—95 per cent—could become eligible for a maximum vacation of three weeks in nearly all cases after 15 years'

service. These employees also received an intermediate vacation of two weeks after a shorter period of employment. A small number of workers were in establishments which reported a maximum vacation of two weeks and less than one per cent in those which did not increase the initial vacation period.

All plants allowed their office staffs at least six paid holidays. The predominant number was eight, with 15 establishments employing 70 per cent of the total office workers in the industry paying for this number.

Prices and the Cost of Living*

Cost-of-Living Index, February 1, 1952

For the second time in three months, the Dominion Bureau of Statistics cost-of-living index has dropped, moving down 0.4 per cent from 191.5 to 190.8 between January 2 and February 1. Lower prices for foods, clothing and home furnishings accounted for the decrease.

This was the biggest monthly point decline in any one month since December, 1942.

The food index moved from 250.0 to 248.1, as further decreases in eggs, beef, pork, lard and shortening overbalanced increases in butter, cheese and fresh fruits and vegetables.

The clothing index decreased from 215.3 to 213.0, reflecting lower quotations for items of men's woollen apparel and women's nylon hosiery.

The home furnishings and services group receded from 201.1 to 200.1 as decreases in furniture, wool blankets and soap outweighed increases in laundry and telephone rates.

Higher prices for electricity and coke in some centres advanced the fuel and light series from 151.2 to 151.3. The miscellaneous index increased from 145.7 to 146.5, largely as a result of advances in health costs and barbers' fees. Rents were not surveyed during January and the index remained unchanged at 144.8.

From August, 1939, to February, 1952, the increase in the total index was 89.3 per cent.

Indexes for Nine Regional Centres

Cost-of-living indexes for six of the nine regional centres moved higher between December 1 and January 2, one was unchanged and two declined.

The index was higher for Saint John, Toronto, Montreal, Vancouver, St. John's and Winnipeg; lower for Saskatoon and Edmonton; unchanged for Halifax.

Among group changes, foods were mixed—higher prices for dairy products, meats, vegetables and fruits overbalanced weakness in eggs and fats in certain centres. At other centres, the drop in eggs was sufficient to lower the total food index.

Fuel costs were higher for St. John's, Saint John, Winnipeg, Saskatoon and Edmonton because of increases in coal prices.

Miscellaneous item indexes advanced chiefly because of higher charges for medicinal supplies, doctors' fees, dentists' fees and hospital rates.

Clothing and home furnishings and services changed narrowly while rents, not surveyed in January, remained constant.

Between December 1 and January 2, city cost-of-living point changes were as follows: Saint John, +1.9 to 188.0; Toronto, +1.1 to 187.1; Montreal, +0.8 to 198.1; Vancouver, +0.8 to 193.6; St. John's, +0.4 to 103.9†; Winnipeg, +0.4 to 183.7; Saskatoon, -0.2 to 187.0; and Edmonton, -0.2 to 183.4. The index for Halifax was unchanged at 179.3.

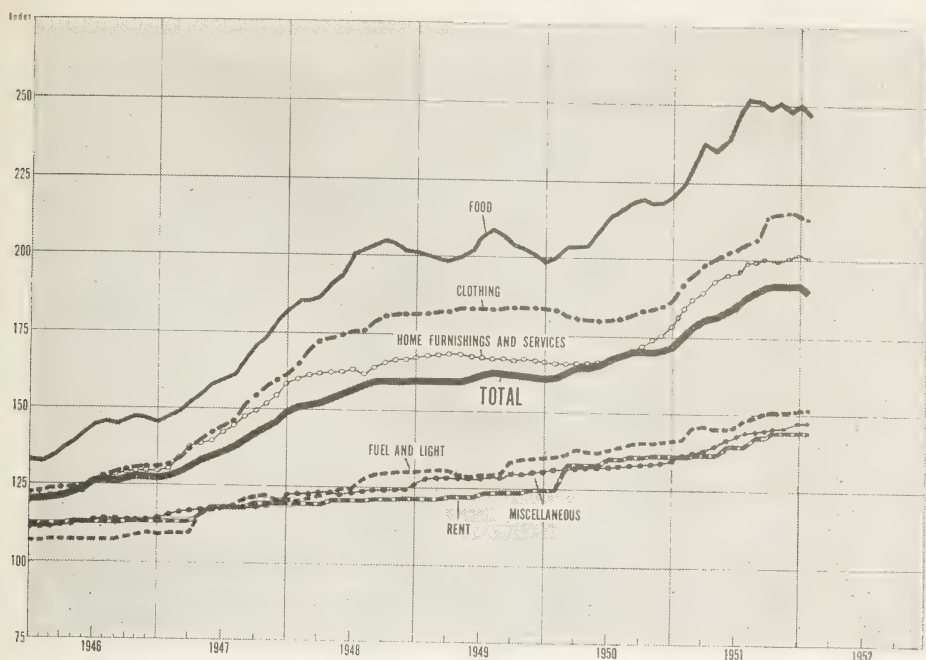
Wholesale Prices, January, 1952

Dropping for the sixth successive month to reach their lowest level in exactly 12 months, general wholesale prices moved downward in January. The Dominion Bureau of Statistics general index number

*See Tables F-1 to F-6 at end of book.

†Index on the base June, 1951=100.

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of wholesale prices declining to 236.8 from 237.6, the December figure. The index is on the base 1935-39=100.

The January, 1952, figure, however, was 4.5 points above the figure for the previous January, 232.3.

The index number for Canadian farm product prices was 256.5 as against 260.2 in December and 251.0 a year earlier.

Of the eight sub-groups comprising the general index number of wholesale prices, three advanced and five declined in January. The iron products sub-group rose from 216.8 to 218.6, non-metallic minerals

from 171.3 to 173.8, and chemical products from 188.0 to 188.8. The vegetable products index declined from 221.0 to 220.2, animal products from 285.8 to 282.2, textile products from 268.8 to 266.4, wood products from 295.2 to 294.6, and non-ferrous metals from 183.4 to 180.9.

The January index number of general building materials advanced to 290.8 from 289.5 in December, and 279.7 a year earlier; that for residential building materials to 291.6 from 289.1 in December and 269.6 in January, 1951.

Certification Adds 2,000 to CCCL Syndicate

Nearly 2,000 workers at the Sorel Industries, in a second vote held by the Quebec Labour Relations Board early in February, have joined the Sorel Central Council and the Canadian and Catholic Confederation of Labour.

The *Syndicat national des employés de l'industrie métallurgique* of Sorel was certified four days later. This brings to

5,000 the number of workers in Sorel affiliated with the *Fédération de la Métallurgie* (CCCL).

The Sorel Industries previously had a company union. A first vote, held a year ago, was not decisive when neither parties seeking the favour of the workers obtained 50 per cent of the votes plus one as required by the Quebec Labour Relations Board.

Strikes and Lockouts

Canada, January, 1952*

Fewer man-days were lost in work stoppages in January, 1952, than in the previous month; but the time loss was comparatively high for the time of year. A strike of 4,668 street railway employees at Toronto, Ont., which lasted 19 days, was responsible for 80 per cent of the total strike idleness. The demand for increased wages and related causes was the main issue in 13 of the 15 stoppages in existence during the month and caused almost all the time loss. Two small stoppages arose from suspensions of workers.

Preliminary figures for January, 1952, show 15 strikes and lockouts in existence, involving 5,749 workers, with a time loss of 75,220 man-working days, as compared with 19 strikes and lockouts in December, 1951, with 12,587 workers involved and a loss of 117,045 days. In January, 1951, there were 17 strikes and lockouts, involving 6,253 workers and a loss of 16,763 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in January, 1952, was 0.09 per cent of the estimated working time, as compared with 0.14 per cent in December, 1951; and 0.02 per cent in January, 1951.

Of the 15 strikes and lockouts in existence in January, 1952, one was settled in favour of the employer, and four were indefinite in result, work being resumed pending final settlement. At the end of the month 10 stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph; nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1951, and in this article, are taken, as far as possible, from the government publications of the countries concerned.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in November, 1951, was 117 and 20 were still in progress from the previous month, making a total of 137 during the month. In all stoppages of work in progress that month, 35,900 workers were involved and a time loss of 91,000 working days caused.

Of the 117 disputes leading to stoppages of work which began in November, nine, directly involving 4,500 workers, arose out of demands for advances in wages, and 42, directly involving 3,800 workers, on other wage questions; four, directly involving

2,400 workers, on questions as to working hours; 17, directly involving 5,700 workers, on questions respecting the employment of particular classes or persons; 44, directly involving 11,900 workers, on other questions respecting working arrangements; and one, directly involving 100 workers, was in support of workers involved in another dispute.

Australia

Figures for the first quarter of 1951 show 342 industrial disputes with 119,927 workers directly involved. The time loss was 270,220 man-working days for all workers directly and indirectly involved.

United States

Preliminary estimates released by the United States Bureau of Labor Statistics for the year 1951 show 4,650 work stoppages resulting from labour-management disputes involving about 2,130,000 workers and causing a time loss of 22,600,000 man-days. Comparable figures for 1950 are 4,843 stoppages with 2,410,000 workers involved and a time loss of 38,800,000 days.

*See Tables G-1 and G-2 at end of book.

Canadian National Railways Adopts New Pension Plan for Employees

A new pension plan for Canadian National Railways was announced March 6, by Mr. Donald Gordon, chairman and president.

It will take effect from last January 1, and consists of two parts, the first continuing the existing plan, liberalized to make better provision for present and future employees who may become disabled and also for early retirement, and the second part designed for employees who are willing to commit themselves to compulsory contributions in return for a higher pension.

The first part provides a basic or service pension at company expense and a supplemental pension based on joint contributions.

The employee contributes from one to 10 per cent of his wages and after 10 years' service the company matches his contributions up to five per cent. The amount of the supplemental pension is that which the joint contributions with compound interest will buy.

Under this part disabled employees who have reached the age of 50 and who have at least 20 years' allowable service will be permitted to retire on pension.

If the portion of the pension payable at the company's expense is less than \$40 a month, the company, by special allowance, will increase its portion to \$40 until the employee is 65.

If an employee with these age and service requirements dies in service, his surviving spouse or dependants may be granted half the applicable pension, exclusive of the special allowance, instead of a refund of his contributions.

Part 2 Provisions

Those who choose to follow part two of the plan must contribute 5 per cent of their compensation from January 1, 1935, or from the date on which they entered service to the date of retirement.

On reaching age 65 they will receive a pension based on their average compensation in the last five or 10 years of service, whichever is more favourable to the employee.

The percentage will be one per cent for each year's service up to 20 years; one and a quarter per cent for each year during

the next 10 years; and one and a half per cent for each year over 30 years' service.

On the death of the pensioner, one-half the pension will be payable during the lifetime of a surviving spouse or for 10 years from the date of the employee's retirement, whichever period is the longer.

Under this part also, disabled employees who have attained the age of 50 and who have at least 20 years' allowable service will be permitted to retire on pension, and if an employee with these age and service requirements dies in service the same provision applies as in the first part.

Employees may choose either part of the plan, but their decision will be irrevocable.

Contributions above five per cent of compensation made by present employees who transfer to Part 2 will be returned.

Those whose total contributions before the date of transfer are less than the required amount will be permitted to make good the arrears by additional contributions or lump sum payments. Pensions will be reduced proportionately if arrears are not met.

Though normal retirement age is 65, provision is made under both parts for early retirement with reduced pensions.

For each year below the age of 65, one additional year of service will be required.

For example, an employee may retire voluntarily at 64 if he has had 21 years' service, 60 if he has had 25 or 55 if he has had 30 years.

"Current" Revision

Effective July 1, some revision to existing pensions will be made so there will be substantial equality between the treatment of pensioners and employees who will retire in the future.

Pensioners who contributed to the pension fund during service will be given the option of exchanging their present pension contract for a pension computed according to Part 2 of the plan and of the type it provides.

Pensioners who did not contribute during service will continue to receive the basic or service pension to which they are entitled under existing rules, as will be the case with non-contributing employees who retire hereafter.

New Brunswick's Apprentices

Increased in 1951

Apprentices enrolled under New Brunswick's apprenticeship training program increased nearly 30 per cent in 1951 over the previous year. Apprentices indentured at the close of the year, totalled 628.

According to a statement of provincial Minister of Labour Hon. S. E. Mooers, 66 apprentices completed their training during the year and were awarded certificates of apprenticeship in their respective trades.

A feature of the 1951 activities of the province's apprenticeship training branch was the development of a large-scale training program for linemen, stationary engineers and switchboard operators of the New Brunswick Electric Power Commission. Nearly 250 commission employees, mostly linemen, were participating in the program at the end of the year. The

Department of Labour has made available a full-time field supervisor to look after the details of the program, in co-operation with officials of the commission.

Trades included in the apprenticeship program are plumbing, motor vehicle repair, carpentry, bricklaying and plastering, electricity, painting and decorating, machine shop, moulding, cabinet-making, millwork, millwright and sheet metal.

Pre-employment courses, owing to their success in the two previous years of operation, were continued in 1951.

"One of the contributing factors to the growth of the apprenticeship program during 1951," the minister stated, "was the continued excellent co-operation which was received from employers, labour organizations and educational authorities."

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The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the **LABOUR GAZETTE**.

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A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,633	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950						
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,807	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,433	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA
BY OCCUPATION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- Skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951—									
Jan.....	643	966	707	210	124	140	194	254	3,238
Feb.....	1,341	1,197	1,073	198	178	157	370	269	4,783
Mar.....	2,072	1,351	1,690	363	245	247	415	343	6,726
Apr.....	2,293	2,125	1,855	440	299	260	537	361	8,170
May.....	3,611	2,339	2,792	540	404	322	678	504	11,190
June.....	3,534	2,539	3,192	511	359	274	521	552	11,482
July.....	2,556	3,279	3,412	523	334	287	499	528	11,418
Aug.....	2,333	3,039	3,050	436	465	245	379	487	10,434
Sept.....	1,461	2,395	2,605	417	415	222	381	431	8,327
Oct.....	2,317	3,977	4,728	569	444	274	805	545	13,659
Nov.....	2,019	3,878	5,209	632	424	311	748	515	13,736

*Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agricul- ture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—January.....	48	208	37	158	133	20	604
February.....	46	210	36	158	136	21	607
March.....	42	210	36	160	140	21	609
April.....	40	210	40	161	141	21	613
May.....	45	206	43	165	144	21	624
June.....	49	212	49	170	149	21	650
July.....	50	211	53	170	148	21	653
August.....	52	214	54	171	148	22	661
September.....	49	217	54	173	149	22	664
October.....	49	216	53	174	149	22	663
November.....	48	216	51	176	152	22	665
December.....	46	213	46	167	151	22	645
*1950—January.....	45	211	38	165	149	21	629
February.....	45	215	39	166	148	21	634
March.....	45	217	41	168	148	21	640
April.....	44	218	43	172	149	22	648
May.....	49	220	50	175	155	22	671
June.....	54	228	56	179	159	22	698
July.....	55	230	57	181	160	23	706
August.....	57	232	58	171	157	24	699
September.....	59	241	58	186	159	25	728
October.....	61	244	58	188	160	25	736
November.....	62	247	56	193	161	25	744
December.....	60	250	51	190	162	25	738
*1951—January.....	59	252	47	187	160	25	730
February.....	59	254	46	188	162	24	733
March.....	55	260	46	191	168	25	745
April.....	55	266	53	196	166	27	763
May.....	61	269	59	202	174	27	792
June.....	67	276	64	208	179	27	821
July.....	66	276	68	209	178	30	827
August.....	68	279	71	211	176	28	833
September.....	70	284	74	214	178	28	848
October.....	74	283	73	216	180	29	855
November.....	76	283	91	219	179	29	857

* Includes Newfoundland.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,424,132.

Year and Month		CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average		158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average		165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average		165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average		168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
Dec. 1, 1948		172.1	159.2	165.2	181.6	163.4	177.4	171.1	144.5	181.5	184.8
Dec. 1, 1949		170.1	171.4	163.4	173.4	159.1	176.3	172.9	147.3	185.5	181.5
Jan. 1, 1950		163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950		158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
March 1, 1950		157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
April 1, 1950		159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950		159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1, 1950		166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950		170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1, 1950		172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950		174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950		177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950		178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950		179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951		175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951		172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951		172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
April 1, 1951		173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951		175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951		180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951		183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951		184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951		185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951		186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951		186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951		186.4	179.9	155.7	190.0	178.6	194.4	178.1	156.7	210.3	195.2
Percentage Distribution of Employees of Reporting Establishments at December 1, 1951		100.0	0.2	3.6	2.8	29.8	42.4	5.2	2.3	4.6	9.1

NOTE: The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1939—Average.....	100-0	100-0	100-0	23.44	100-0	100-0	100-0	22.79
1947—Average.....	158-3	245-2	154-4	38.19	171-0	272-7	159-5	36.34
1948—Average.....	165-0	282-9	170-9	40.06	176-0	314-1	178-5	40.67
1949—Average.....	165-5	303-7	183-3	42.96	175-9	330-2	192-9	43.97
1950—Average.....	168-0	321-8	191-3	44.84	177-5	360-2	202-8	46.21
Dec. 1, 1948.....	172-1	309-9	179-7	42-11	178-5	340-3	190-7	43.46
Dec. 1, 1949.....	170-1	317-4	186-5	43.71	175-2	346-7	198-0	45.13
Jan. 1, 1950.....	163-8	295-9	180-6	42.33	171-0	324-3	189-8	43-26
Feb. 1, 1950.....	158-3	296-4	187-2	43.87	170-4	337-4	198-1	45.15
March 1, 1950.....	157-9	300-5	190-3	44.61	171-5	342-8	199-9	45-55
April 1, 1950.....	159-0	303-8	191-0	44.77	172-0	346-6	201-4	45.91
May 1, 1950.....	159-7	305-8	191-5	44.88	172-5	348-4	202-0	46.03
June 1, 1950.....	166-0	315-3	189-9	44.51	175-3	352-3	201-1	45.82
July 1, 1950.....	170-8	328-3	192-2	45.04	178-6	364-1	203-9	46.46
Aug. 1, 1950.....	172-5	332-5	192-6	45-15	179-6	366-7	204-0	46.49
Sept. 1, 1950.....	174-1	328-0	188-4	44.17	182-5	369-9	202-7	46.19
Oct. 1, 1950.....	177-1	346-6	195-7	45.88	185-6	385-1	207-4	47.27
Nov. 1, 1950.....	178-1	351-7	197-5	46.29	185-4	389-7	210-2	47.90
Dec. 1, 1950.....	179-2	356-3	198-8	46.63	185-3	394-6	212-9	48.51
Jan. 1, 1951.....	175-3	338-2	193-1	45.27	182-4	373-1	204-5	46.60
Feb. 1, 1951.....	172-3	351-5	204-2	47.87	184-5	402-1	217-8	49.64
March 1, 1951.....	172-3	353-8	205-6	48.19	186-3	405-3	217-5	49.56
April 1, 1951.....	173-3	357-8	206-6	48.43	188-8	414-6	219-5	50.03
May 1, 1951.....	175-6	367-9	209-8	47.17	189-9	423-7	223-1	50.84
June 1, 1951.....	180-3	379-0	210-5	49.34	192-0	429-0	223-3	50.90
July 1, 1951.....	183-6	392-5	214-0	50.17	193-9	440-0	226-9	51.70
Aug. 1, 1951.....	184-3	394-0	214-0	50.16	194-0	440-1	226-8	51.68
Sept. 1, 1951.....	185-4	400-2	216-1	50-66	194-1	446-1	229-8	52.37
Oct. 1, 1951.....	186-5	410-0	220-1	51.59	194-2	454-4	233-9	53.31
Nov. 1, 1951.....	186-4	413-4	222-1	52.05	190-8	451-4	236-5	53.89
Dec. 1, 1951.....	186-4	415-7	223-3	52.34	189-2	451-8	238-7	54.39

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	Employment			Payrolls			Dec. 1 1951	Nov. 1 1951	Dec. 1 1950
	Dec. 1 1951	Nov. 1 1951	Dec. 1 1950	Dec. 1 1951	Nov. 1 1951	Dec. 1 1950			
(a) PROVINCES							\$	\$	\$
Prince Edward Island.....	179.9	182.6	195.9	348.8	356.3	343.6	38.59	38.82	34.90
Nova Scotia.....	155.7	158.4	152.6	321.2	324.7	283.0	44.22	43.95	39.80
New Brunswick.....	190.0	186.2	184.1	419.1	422.6	364.8	44.71	46.02	40.07
Quebec.....	178.6	178.0	167.0	421.2	414.4	348.8	50.19	49.54	44.45
Ontario.....	194.4	193.9	189.1	431.2	428.8	376.4	54.35	54.18	48.74
Manitoba.....	173.1	178.4	177.9	348.6	349.0	313.6	50.33	50.30	45.35
Saskatchewan.....	156.7	157.7	150.9	315.7	315.5	272.8	48.82	48.48	43.82
Alberta.....	210.3	211.3	197.7	440.3	441.6	368.9	53.27	53.16	47.45
British Columbia.....	195.2	197.9	189.6	430.8	433.6	362.8	57.37	56.97	49.76
CANADA	186.4	186.4	179.2	415.7	413.4	356.3	52.34	52.05	46.63
(b) METROPOLITAN AREAS									
Sydney.....	112.8	109.8	.....	280.9	274.4	.....	55.69	55.87	.....
Halifax.....	214.6	214.8	195.1	380.6	381.1	301.8	41.53	41.55	36.20
Saint John.....	176.9	171.3	149.3	341.1	343.3	260.9	41.35	42.97	37.44
Quebec.....	156.8	158.2	153.2	361.5	357.6	320.9	42.94	42.11	38.95
Sherbrooke.....	174.0	174.8	169.8	390.8	382.9	355.6	43.58	42.50	40.63
Three Rivers.....	176.7	186.3	175.4	449.1	467.0	395.5	50.84	50.15	45.74
Drummondville.....	201.3	201.7	.....	528.8	518.1	.....	50.21	49.11	.....
Montreal.....	179.5	178.6	172.7	399.0	392.3	342.3	50.79	50.18	45.28
Ottawa-Hull.....	194.4	194.6	187.6	394.4	394.5	340.5	47.03	47.02	42.04
Peterborough.....	205.2	207.1	.....	559.9	561.2	.....	57.48	57.10	.....
Oshawa.....	251.4	253.6	.....	593.4	683.5	.....	55.86	63.78	.....
Niagara Falls.....	271.9	270.4	.....	682.2	660.5	.....	60.58	58.98	.....
St. Catharines-Welland.....	239.8	244.0	224.5	614.1	631.4	520.6	62.80	63.44	56.73
Toronto.....	198.7	197.4	194.5	431.0	426.8	375.6	54.51	54.35	48.46
Hamilton.....	203.6	201.5	198.2	479.7	463.9	416.9	57.12	55.80	50.88
Brantford.....	206.2	208.3	213.6	544.7	549.0	492.8	54.91	54.78	47.97
Galt-Preston.....	149.5	151.2	.....	358.9	361.8	.....	49.16	49.00	.....
Kitchener-Waterloo.....	171.6	178.0	183.5	402.5	418.6	386.5	49.82	49.95	44.75
Sudbury.....	183.3	180.5	.....	389.1	382.2	.....	63.91	63.73	.....
London.....	190.1	192.0	195.3	407.5	409.6	376.2	50.76	50.54	45.61
Sarnia.....	299.9	295.7	.....	624.6	613.7	.....	67.04	66.81	.....
Windsor.....	212.3	211.4	223.5	454.5	449.0	470.9	59.69	59.22	58.59
Sault Ste. Marie.....	226.0	226.2	.....	530.4	514.1	.....	62.42	60.46	.....
Ft. William-Pt. Arthur.....	238.1	236.0	202.6	538.0	527.9	393.5	57.45	56.86	49.43
Winnipeg.....	176.4	174.8	179.2	342.2	339.4	312.1	47.29	47.33	42.35
Regina.....	174.3	174.4	172.0	355.0	352.0	309.8	46.13	45.72	40.69
Saskatoon.....	198.1	199.5	190.0	399.9	395.7	339.6	44.80	44.02	39.67
Edmonton.....	258.8	259.8	250.4	545.7	552.0	469.9	49.57	49.96	44.12
Calgary.....	219.0	220.1	202.4	430.5	430.5	355.2	50.74	50.47	45.26
Vancouver.....	203.8	203.9	206.4	430.3	432.4	388.0	52.92	53.13	47.18
Victoria.....	225.5	226.3	213.6	489.9	482.9	412.7	52.15	51.21	46.33
(c) INDUSTRIES									
Forestry (chiefly logging)	288.1	262.3	260.5	900.4	820.3	647.5	51.10	51.14	43.04
Mining	122.2	121.4	116.8	269.8	264.7	230.5	63.56	62.74	56.60
Manufacturing	189.2	190.8	185.3	451.8	451.4	394.6	54.39	53.89	48.51
Durable Goods ¹	237.5	238.4	223.1	573.0	569.5	478.5	58.61	58.04	52.07
Non-Durable Goods.....	157.9	160.0	160.7	364.1	366.0	333.7	50.27	49.87	45.28
Construction	194.4	203.1	180.4	542.3	559.0	427.0	52.31	51.60	44.53
Transportation, storage and communication	185.0	186.4	173.1	359.2	360.5	309.8	55.55	55.35	51.34
Public utility operation	190.8	190.7	183.3	385.9	377.9	329.6	59.67	58.47	53.11
Trade	183.7	176.7	181.8	368.3	358.1	328.1	43.85	44.34	39.40
Finance, insurance and real estate ..	176.6	176.4	159.6	289.9	289.6	245.9	47.73	47.72	44.72
Service ²	179.7	183.2	173.4	358.8	363.7	324.1	32.79	32.59	30.50
Industrial composite	186.4	186.4	179.2	415.7	413.4	356.3	52.34	52.05	46.63

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries as shown in Table C-6.

² Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Dec. 1, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
Dec. 1, 1945.....	44.8	44.9	44.6	67.0	74.0	60.6
Dec. 1, 1946.....	43.2	43.2	43.2	74.5	81.8	67.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
Dec. 1, 1948.....	43.2	43.4	43.1	96.0	104.1	87.7
Dec. 1, 1949.....	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950.....	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950.....	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950.....	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950.....	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950.....	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950.....	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950.....	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951.....	41.8	42.1	41.5	123.5	133.3	113.0
Dec. 1, 1951.....	41.9	42.2	41.6	124.5	134.6	113.6

* These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1951	Nov. 1, 1951	Dec. 1, 1950	Dec. 1, 1951	Nov. 1, 1951	Dec. 1, 1950
Newfoundland.....	44.9	44.3	45.5	121.2	121.6	103.8
Nova Scotia.....	42.4	42.5	43.0	106.7	105.6	91.7
New Brunswick.....	42.5	43.7	45.3	111.5	110.5	96.8
Quebec.....	43.6	43.3	45.0	112.3	111.1	96.4
Ontario.....	41.2	41.3	42.4	131.3	120.4	114.2
Manitoba.....	41.2	41.4	42.8	120.0	119.4	102.7
Saskatchewan.....	41.9	41.1	40.7	123.3	125.4	108.0
Alberta.....	41.0	41.3	42.1	124.4	123.2	108.1
British Columbia.....	38.6	38.2	38.7	153.3	150.5	129.1
Montreal.....	42.6	42.3	43.3	117.0	115.1	100.8
Toronto.....	40.9	40.9	41.6	120.0	129.3	112.5
Hamilton.....	40.3	39.5	41.1	144.4	142.0	124.8
Windsor.....	40.0	39.3	42.0	146.7	145.8	142.1
Winnipeg.....	40.6	40.9	42.6	118.6	118.2	101.8
Vancouver.....	38.1	37.7	37.6	150.8	149.4	126.6

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1 1951	Nov. 1 1951	Dec. 1 1950	Dec. 1 1951	Nov. 1 1951	Dec. 1 1950	Dec. 1 1951	Nov. 1 1951	Dec. 1 1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	44-2	43-5	43-9	139-3	138-3	124-8	61-57	60-16	54-79
Metal mining.....	44-8	43-7	45-2	141-7	140-4	125-2	63-48	61-35	56-59
Gold.....	46-5	45-7	46-4	125-7	124-6	115-7	58-45	56-94	53-68
Other metal.....	43-6	42-3	44-1	134-1	132-9	134-7	67-19	64-68	59-40
Fuels.....	42-1	41-7	40-9	142-9	142-9	132-0	60-16	59-51	53-99
Coal.....	41-6	41-2	40-2	138-7	138-7	130-5	57-70	57-14	52-46
Oil and natural gas.....	44-3	43-3	44-1	158-2	157-1	138-0	70-08	68-02	60-86
Non-metal.....	46-5	47-1	46-1	121-7	120-9	107-1	56-59	56-94	49-37
Manufacturing	41-9	41-8	43-1	124-5	123-5	107-8	52-17	51-62	46-46
Food and beverages.....	42-6	42-7	43-0	104-2	102-8	93-6	44-39	43-90	40-25
Meat products.....	41-5	41-9	41-8	136-1	135-7	117-7	56-48	56-86	49-20
Canned and preserved fruits and vegetables.....	38-5	38-9	41-4	83-6	84-1	74-7	32-19	32-71	30-93
Grain mill products.....	45-6	45-2	45-9	115-7	115-8	102-2	52-76	52-34	46-91
Bread and other bakery products.....	44-3	44-6	44-7	94-9	94-0	85-3	42-04	41-92	38-13
Distilled and malt liquors.....	42-3	41-8	42-9	126-0	124-2	111-6	53-30	51-92	47-88
Tobacco and tobacco products.....	41-2	41-5	41-6	116-5	125-9	100-0	48-00	52-25	41-60
Rubber products.....	40-0	41-6	42-7	133-2	131-9	111-9	53-28	54-87	47-78
Leather products.....	38-4	37-1	40-6	88-8	88-7	81-3	34-10	32-91	33-01
Boots and shoes (except rubber).....	37-5	35-4	39-2	85-3	85-2	78-2	31-99	30-16	30-65
Textile products (except clothing).....	40-0	40-0	44-3	100-8	100-4	91-1	41-13	40-16	40-36
Cotton yarn and broad woven goods.....	37-5	37-1	43-5	100-4	101-2	95-8	37-65	37-55	41-67
Woolen goods.....	43-7	42-8	43-8	96-8	95-5	86-2	42-30	40-87	37-76
Rayon, nylon and silk textiles.....	43-9	42-5	47-0	105-0	104-3	90-8	46-10	44-33	42-68
Clothing (textile and fur).....	36-9	36-8	39-8	89-1	89-3	80-5	32-88	32-86	32-04
Men's clothing.....	35-4	34-9	39-8	85-7	86-5	79-3	30-34	30-19	31-56
Women's clothing.....	34-8	34-8	36-0	90-9	91-4	81-7	31-63	31-81	29-41
Knit goods.....	39-6	39-9	42-2	90-7	90-3	79-4	35-92	36-03	33-51
*Wood products.....	42-2	42-2	42-3	112-9	112-4	99-7	47-64	47-43	42-17
Saw and planing mills.....	41-3	41-1	41-2	122-0	120-9	106-2	50-39	49-69	43-75
Furniture.....	43-4	43-3	44-2	101-2	100-9	92-3	43-92	43-69	40-80
Other wood products.....	44-2	43-6	43-6	95-0	94-5	85-4	41-99	41-20	37-23
Paper products.....	46-7	46-7	47-8	139-1	137-7	116-8	64-96	64-31	55-83
Pulp and paper mills.....	48-0	48-0	49-5	148-8	147-1	125-4	71-42	70-61	62-07
Other paper products.....	42-6	42-6	43-5	106-8	106-2	93-0	45-50	45-24	40-46
Printing, publishing and allied industries.....	40-4	40-4	40-9	137-4	136-4	125-7	55-51	55-11	51-41
*Iron and steel products.....	42-6	42-4	43-2	139-5	138-1	119-9	59-43	58-55	51-80
Agricultural implements.....	40-1	39-9	40-0	155-7	151-5	131-5	62-44	58-93	52-60
Fabricated and structural steel.....	44-3	44-6	43-5	141-0	141-4	122-4	62-46	63-06	53-24
Hardware and tools.....	43-2	42-9	43-7	127-2	124-7	105-6	54-55	53-50	46-15
Heating and cooking appliances.....	40-1	40-2	43-7	121-2	121-0	110-4	48-60	48-64	48-24
Iron castings.....	42-6	43-0	45-5	136-4	135-7	122-2	58-11	58-35	55-60
Machinery mfg.....	44-8	44-1	44-5	131-7	131-3	113-7	59-00	57-90	50-80
Primary iron and steel.....	41-8	41-7	41-8	153-2	151-8	111-2	61-08	63-30	55-05
Sheet metal products.....	41-0	41-2	42-9	131-4	130-0	111-2	53-87	53-56	47-70
*Transportation equipment.....	41-2	41-7	42-8	141-1	140-1	125-8	58-13	58-42	53-84
Aircraft and parts.....	44-5	45-3	46-1	140-8	134-3	121-2	62-66	60-84	55-87
Motor vehicles.....	38-3	40-2	41-6	140-6	149-8	145-3	57-30	60-22	60-44
Motor vehicle parts and accessories.....	41-3	41-1	42-6	145-5	146-4	126-8	60-09	60-17	54-02
Railroad and rolling stock equipment.....	40-1	40-5	43-3	140-2	139-2	116-7	56-22	56-38	50-53
Shipbuilding and repairing.....	43-8	43-5	41-8	132-5	132-1	114-3	58-04	57-46	47-78
*Non-ferrous metal products.....	41-7	41-7	43-8	138-6	137-8	115-1	57-80	57-46	50-41
Aluminum products.....	42-8	41-7	44-0	129-3	126-2	107-6	55-34	52-63	47-34
Brass and copper products.....	42-7	43-1	43-4	127-9	127-2	111-4	54-61	54-82	48-35
Smelting and refining.....	41-1	41-1	43-8	153-5	153-7	124-1	63-09	63-17	54-36
*Electrical apparatus and supplies.....	42-4	41-5	41-9	135-3	134-6	116-7	57-37	55-86	49-27
Heavy electrical machinery.....	41-4	41-3	41-6	154-6	155-3	134-2	64-00	64-14	55-83
*Non-metallic mineral products.....	45-0	44-9	45-8	124-7	123-3	106-9	56-12	55-36	48-96
Clay products.....	45-3	45-7	45-6	116-5	116-4	102-3	52-77	53-19	46-65
Glass and glass products.....	45-2	45-7	47-3	123-3	120-6	104-7	55-28	55-11	49-52
Products of petroleum and coal.....	41-2	41-4	41-1	161-4	163-0	138-0	66-50	67-48	56-72
Chemical products.....	42-7	42-8	43-5	125-1	124-7	107-5	53-42	53-37	46-76
Medicinal and pharmaceutical preparations.....	41-7	41-9	41-8	101-4	100-2	90-2	42-28	41-98	37-70
Acids, alkalis and salts.....	43-7	43-3	45-3	142-3	142-2	120-4	62-19	61-57	54-54
Miscellaneous manufacturing industries.....	42-1	42-0	42-9	100-9	99-1	91-2	42-48	41-62	39-12
Durable goods.....	42-2	42-1	43-1	134-6	133-3	116-4	56-80	56-12	50-17
Non-durable goods.....	41-6	41-5	43-1	113-6	113-0	99-0	47-26	46-90	42-67
Construction.....	41-4	41-5	40-1	125-3	123-9	109-5	51-87	51-42	43-91
Buildings and structures.....	41-2	40-7	40-1	136-0	134-9	117-5	56-03	54-90	47-12
Highways, bridges and street construction.....	41-4	42-7	39-8	98-7	98-1	89-8	40-86	41-89	35-74
Electric and motor transportation.....	45-2	45-4	45-6	121-5	120-5	109-0	54-92	54-71	49-70
Service.....	42-6	42-4	42-7	71-2	71-2	67-6	30-33	30-19	28-87
Hotels and restaurants.....	43-7	43-3	43-5	70-5	70-7	66-8	30-81	30-61	29-06
Laundries, dyeing, pressing and cleaning.....	41-1	41-0	41-5	69-3	69-1	66-3	28-48	28-33	27-51

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Week Preceding:						
December 1, 1950.....	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951 (1).....						

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours \$47.60.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1946.....	54,136	30,078	84,214	188,140	45,563	233,703
February 1, 1947.....	39,908	32,793	72,701	155,965	37,140	193,105
February 1, 1948.....	18,171	16,007	34,178	142,783	43,951	186,734
February 1, 1949.....	10,026	12,990	23,016	204,897	51,909	256,806
February 1, 1950.....	8,315	10,076	18,391	301,039	74,557	375,596
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
September 1, 1951.....	43,519	15,966	59,485	79,619	47,509	127,128
October 1, 1951.....	52,438	16,170	68,608	79,975	51,003	130,978
November 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
December 1, 1951.....	29,933	9,094	39,027	138,946	69,050	207,996
January 1, 1952.....	22,229	7,735	29,964	196,528	70,053	266,581
February 1, 1952 (1).....	14,957	8,736	23,693	275,814	87,011	362,825

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
DECEMBER 27, 1951**

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change From	
				Nov. 29, 1951	Dec. 28, 1950
Agriculture, fishing, trapping	347	137	484	— 347	+ 88
Logging	10,117	11	10,128	— 4,665	— 3,701
Pulpwood.....	8,945	9	8,954	— 4,053	— 2,242
Lumber.....	1,087	2	1,089	— 589	— 1,495
Other logging.....	85	.....	85	— 18	+ 36
Mining	725	24	749	— 218	+ 350
Coal.....	426	.....	426	— 29	+ 381
Metallic ores—					
Iron.....	55	2	57	— 19	— 22
Gold.....	47	2	49	— 146	— 48
Nickel.....	29	.....	29	— 28	— 55
Other metallic ores and non-metallic minerals.....	91	4	95	+ 6	+ 75
Prospecting and oil producing.....	77	16	93	— 2	+ 19
Manufacturing	3,529	1,393	4,922	— 1,095	— 897
Food and kindred products.....	212	107	319	— 118	— 226
Textiles, apparel, etc.....	192	787	979	— 55	— 41
Lumber and finished lumber products.....	444	28	472	— 204	— 35
Pulp and paper products and printing.....	190	84	274	— 25	— 64
Chemicals and allied products.....	154	50	204	— 211	+ 16
Products of petroleum and coal.....	26	8	34	+ 17	— 52
Rubber products.....	24	21	45	— 23	— 117
Leather and products.....	39	69	108	+ 12	— 16
Stone, clay and glass products.....	50	18	68	— 128	+ 349
Iron and steel and products.....	769	31	800	+ 12	— 72
Non-ferrous metals and products.....	133	30	163	— 17	+ 122
Machinery.....	572	35	607	— 85	— 260
Electrical equipment and products.....	108	56	164	— 270	— 501
Transportation equipment and other manufacturing.....	616	69	685		
Construction	1,979	46	2,025	— 308	+ 862
Transportation and storage	1,316	78	1,394	+ 682	+ 644
Communications and other public utilities	168	221	389	— 83	— 71
Trade	1,266	965	2,231	— 1,408	— 833
Wholesale.....	434	237	671	— 61	— 201
Retail.....	832	728	1,560	— 1,347	— 632
Finance, insurance, real estate	709	429	1,138	— 31	— 444
Service	2,073	4,438	6,511	— 1,584	— 402
Public.....	1,051	371	1,422	— 1,155	+ 205
Domestic.....	62	2,056	2,118	— 143	— 428
Personal.....	579	1,780	2,359	— 162	— 32
Other service.....	381	231	612	— 124	— 147
All industries	22,229	7,742	29,971	— 9,057	— 4,404

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT DECEMBER 27, 1951⁽¹⁾

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	967	439	1,406	3,761	853	4,614
Clerical workers.....	1,299	2,100	3,399	6,532	11,595	18,127
Sales workers.....	1,081	430	1,511	5,547	5,733	9,280
Personal and domestic service workers...	518	3,559	4,077	14,371	11,412	25,783
Seamen.....	38	.....	38	3,181	39	3,220
Agriculture and fishing.....	295	2	297	1,649	1,049	2,698
Skilled and semiskilled workers.....	15,435	978	16,413	80,971	22,699	103,670
Food and kindred products.....	22	30	52	1,290	912	2,202
Textiles, clothing, etc.....	90	745	835	4,423	14,528	18,951
Lumber and wood products.....	10,071	.....	10,071	7,305	209	7,514
Pulp, paper and printing.....	36	5	41	694	415	1,109
Leather and products.....	26	57	83	1,519	1,192	2,711
Stone, clay and glass products.....	7	.....	7	332	62	394
Metalworking.....	1,762	14	1,776	7,285	830	8,115
Electrical.....	81	12	93	976	958	1,934
Transportation equipment, n.e.c.....	41	.....	41	798	146	944
Mining.....	396	.....	396	639	.....	639
Construction.....	946	.....	946	29,851	4	29,855
Transportation (except seamen).....	736	8	744	9,781	37	9,818
Communications and public utility.....	22	.....	22	324	1	325
Trade and service.....	114	69	183	1,976	1,273	3,249
Other skilled and semiskilled.....	945	18	963	8,979	1,797	10,776
Foremen.....	35	4	39	1,819	241	2,060
Apprentices.....	105	16	121	2,980	94	3,074
Unskilled workers.....	2,596	228	2,824	82,517	16,670	99,187
Food and tobacco.....	31	42	73	2,254	3,589	5,843
Lumber and lumber products.....	193	4	197	5,517	365	5,882
Metalworking.....	22	7	29	3,874	624	4,498
Construction.....	446	.....	446	16,199	1	16,200
Other unskilled workers.....	1,904	175	2,079	54,673	12,091	66,764
Total.....	22,229	7,736	29,965	196,529	70,050	266,579

(1) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF DECEMBER, 1951

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	314	293	257
Logging.....	1,639	1,258	1,001
Mining.....	206	234	177
Manufacturing.....	2,672	2,740	2,092
Food and kindred products.....	319	364	263
Textiles, apparel, etc.....	454	473	352
Lumber and finished lumber products.....	398	388	346
Pulp and paper products and printing.....	245	267	195
Chemicals and allied products.....	137	110	74
Products of petroleum and coal.....	21	26	14
Rubber products.....	34	39	28
Leather and products.....	109	121	85
Stone, clay and glass products.....	76	71	56
Iron and steel and products.....	135	145	108
Non-ferrous metals and products.....	101	91	73
Machinery.....	238	228	168
Electrical equipment and products.....	91	106	58
Transportation equipment and other manufacturing.....	314	311	272
Construction.....	1,767	1,747	1,433
Transportation and storage.....	1,442	1,318	1,058
Communications, and other public utilities.....	199	220	181
Trade.....	2,241	2,639	1,912
Finance, insurance, real estate.....	8,237	259	135
Service.....	8,354	10,178	7,970
All industries.....	19,071	20,886	16,216

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS NOVEMBER 30 TO DECEMBER 27, 1951; UNPLACED APPLICANTS
AS AT JANUARY 24, 1952**

(SOURCE: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Jan. 24, 1952
					Regular	Casual		
Newfoundland	509	179	3,016	535	381	31	4,449	8,703
Corner Brook.....	81	16	268	14	6	1	495	1,038
Grand Falls.....	242		264				372	859
St. John's.....	428	163	2,484	521	375	30	3,582	6,806
Prince Edward Island	542	152	1,381	621	207	281	1,714	2,499
Charlottetown.....	242	143	712	237	160	45	1,069	1,537
Summerside.....	300	9	669	384	47	236	645	962
Nova Scotia	3,001	949	8,688	3,774	1,686	1,384	11,871	16,416
Amherst.....	44		221	53	29	15	498	633
Bridgewater.....	61	15	400	72	45	3	627	876
Halifax.....	1,739	696	3,020	2,253	890	1,018	2,631	3,664
Inverness.....	12	6	162	11	3	7	378	693
Kentville.....	66	80	511	51	9	7	943	1,616
Liverpool.....	10	4	168	11	7	2	291	372
New Glasgow.....	330	31	1,292	416	254	75	1,553	1,954
Springhill.....	18		166	23	18		319	318
Sydney.....	575	93	1,733	734	322	250	2,752	3,514
Truro.....	94	22	492	106	69	5	722	878
Yarmouth-Sheburne.....	52	2	523	44	40	2	1,157	1,898
New Brunswick	3,043	1,509	6,826	2,767	1,543	845	9,527	12,869
Bathurst.....	103	66	661	119	38	51	855	1,475
Campbellton.....	344	211	479	224	83	115	654	853
Edmundston.....	214	7	425	217	110	84	425	639
Fredericton.....	293	163	498	260	155	74	460	705
Minto.....	76	64	197	147	92	6	261	431
Moncton.....	1,071	653	2,082	965	496	358	3,015	4,488
Newcastle.....	162	20	553	157	88	49	738	921
Saint John.....	606	240	1,256	533	380	79	2,058	1,736
St. Stephen.....	55	14	278	82	55	18	449	834
Sussex.....	76	55	167	33	29		251	280
Woodstock.....	42	16	250	30	17	11	352	507
Quebec	18,311	13,883	56,705	18,371	11,712	1,670	80,222	102,002
Asbestos.....	114	74	217	117	11		365	416
Beauharnois.....	42	10	317	54	31	3	541	773
Buckingham.....	203	116	314	101	75	14	461	685
Causapscal.....	60	98	219	32	19	9	266	347
Chandler.....	90	102	441	565	50	61	423	814
Chicoutimi.....	511	637	561	172	133	4	474	586
Dolbeau.....	700	605	154	102	86	2	92	125
Drummondville.....	134	30	679	138	63	38	1,619	2,014
Farnham.....	6	11	278	5	5		676	708
Gaspé.....	552	617	154	50	23		219	525
Granby.....	198	15	827	243	153	32	1,617	1,716
Hull.....	411	389	1,288	337	262	14	1,821	2,366
Joliette.....	424	94	1,057	590	465	8	1,229	1,645
Jonquière.....	205	55	515	262	125	14	540	838
Lachute.....	79	22	233	68	50	14	413	566
La Malbaie.....	97	43	637	61	19	29	855	1,242
La Tuque.....	330	1,707	663	142	398		292	359
Levis.....	329	167	1,189	216	180	31	1,538	1,996
Matane.....	104	687	290	175	82	3	352	584
Megantic.....	402	65	660	252	238		466	511
Mont-Laurier.....	34	354	93	45	34		129	165
Montmagny.....	96	26	716	102	66	8	1,164	905
New Richmond.....	7,500	2,269	22,877	7,804	5,102	696	31,142	40,765
Port Alfred.....	20	164	319	133	55		319	658
Quebec.....	85	43	449	38	36		530	551
Rimouski.....	1,319	1,035	6,566	1,903	759	228	9,393	11,735
Rivière du Loup.....	43	744	572	92	85		809	1,236
Roberval.....	284	157	693	249	109	11	924	1,413
Rouyn.....	18	317	67	38	31	1	71	143
Ste. Agathe.....	201	96	395	205	119	39	418	622
Ste. Anne de Bellevue.....	132	45	264	111	127	3	308	479
Ste. Therese.....	23	6	383	21	17	1	535	796
St. Georges de Beauce.....	111	28	674	103	90		950	1,337
St. Hyacinthe.....	197	253	540	238	155	16	760	796
St. Jean.....	187	85	760	243	177	10	1,425	1,744
St. Jerome.....	259	82	649	344	162	32	907	1,070
St. Joseph d'Alma.....	187	31	987	200	128	23	2,078	1,404
Shawinigan Falls.....	572	217	488	427	483	1	275	500
Sherbrooke.....	264	1,096	1,342	309	224	5	2,252	2,598
Sorel.....	598	153	1,669	643	328	144	2,544	3,378
Thetford Mines.....	91	490	847	88	58	3	1,274	1,457
	187	32	795	244	131	44	870	994

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS NOVEMBER 30 TO DECEMBER 27, 1951; UNPLACED APPLICANTS
AS AT JANUARY 24, 1952—Continued**

(SOURCE: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Jan. 24, 1952
					Regular	Casual		
Quebec—Concluded								
Three Rivers.....	379	94	1,915	525	203	121	3,647	4,542
Val d'Or.....	278	433	365	260	220	.....	270	439
Valleyfield.....	122	41	841	140	101	5	1,643	1,918
Victoriaville.....	133	48	746	184	144	3	1,326	1,368
Ontario.....	29,707	7,186	76,667	33,896	21,453	4,463	87,904	110,028
Arnprior.....	146	42	216	98	102	16	231	263
Barrie.....	269	42	528	295	205	51	648	954
Belleville.....	149	74	436	127	65	32	663	931
Bracebridge.....	103	22	260	115	108	.....	458	670
Brampton.....	66	9	348	69	47	19	438	419
Brantford.....	466	82	1,188	614	322	55	2,037	2,012
Brockville.....	101	33	225	107	47	25	268	371
Carleton Place.....	3	3	195	2	2	.....	334	403
Chatham.....	217	45	1,202	283	84	266	1,527	1,976
Cobourg.....	154	3	370	169	132	21	459	612
Collingwood.....	121	45	343	112	56	47	460	613
Cornwall.....	283	25	1,071	317	235	57	1,397	2,223
Fort Erie.....	53	77	95	22	18	4	206	205
Fort Frances.....	115	18	210	107	115	1	195	216
Fort William.....	335	84	862	478	278	19	853	1,055
Galt.....	157	68	529	180	83	69	998	1,189
Gananoque.....	67	1	131	87	48	20	205	232
Goderich.....	43	27	141	49	25	3	196	355
Guelph.....	132	41	592	115	74	1	1,144	1,493
Hamilton.....	1,285	419	4,818	1,527	502	535	7,220	9,158
Hawkesbury.....	107	145	429	113	71	12	619	837
Ingersoll.....	321	22	494	337	284	19	388	397
Kapuskasing.....	393	280	224	173	179	4	101	118
Kenora.....	118	39	158	96	55	28	237	273
Kingston.....	618	120	1,014	619	479	71	731	1,086
Kirkland Lake.....	262	98	287	180	113	62	313	453
Kitchener-Waterloo.....	457	93	1,113	683	347	72	1,956	2,326
Leamington.....	61	13	688	86	43	12	1,028	902
Lindsay.....	60	17	223	71	19	21	410	539
Listowel.....	10	12	164	15	10	.....	267	281
London.....	962	503	4,012	1,707	1,060	240	4,083	4,017
Midland.....	59	11	661	61	37	12	896	1,078
Napanee.....	9	.....	185	15	10	2	347	513
New Toronto.....	295	55	1,396	695	195	28	1,608	2,079
Niagara Falls.....	324	44	887	362	246	47	1,124	1,355
North Bay.....	485	56	971	541	283	170	659	719
Orillia.....	166	12	384	186	92	62	575	859
Oshawa.....	281	49	1,658	335	182	81	2,504	2,981
Ottawa.....	2,292	647	3,316	2,084	1,316	332	2,482	3,529
Owen Sound.....	169	25	966	233	85	81	1,467	1,661
Parry Sound.....	39	.....	274	28	5	23	297	440
Pembroke.....	204	147	392	151	155	4	541	707
Perth.....	75	34	181	93	58	27	233	333
Peterborough.....	153	18	880	190	109	23	1,557	2,067
Pictou.....	17	1	252	21	16	.....	342	472
Port Arthur.....	609	267	1,127	521	490	19	975	1,430
Port Colborne.....	35	17	236	38	21	11	411	540
Prescott.....	87	11	369	108	81	.....	520	498
Renfrew.....	118	13	160	117	107	5	275	436
St. Catharines.....	375	64	1,232	311	208	76	2,381	2,556
St. Thomas.....	305	94	587	305	204	30	570	696
Sarnia.....	168	53	1,249	228	124	30	1,098	1,330
Sault Ste. Marie.....	88	88	480	261	242	32	519	798
Simcoe.....	60	27	370	74	40	2	488	667
Sioux Lookout.....	93	28	116	90	69	3	64	76
Smiths Falls.....	55	18	200	58	28	20	262	301
Stratford.....	195	22	440	225	107	77	523	667
Sturgeon Falls.....	72	1	228	78	55	15	286	337
Sudbury.....	415	170	1,025	502	297	118	901	1,722
Timmins.....	463	174	554	424	274	48	483	708
Toronto.....	12,613	2,143	26,209	15,067	9,927	1,111	22,353	28,922
Trenton.....	102	17	480	109	83	8	639	817
Walkerton.....	25	11	250	25	21	.....	399	599
Wallaceburg.....	40	1	612	44	39	1	914	1,068
Welland.....	308	38	1,014	333	240	46	1,525	1,876
Weston.....	196	202	477	95	73	1	638	880
Windsor.....	748	79	3,976	845	682	113	6,574	7,300
Woodstock.....	98	47	307	90	44	28	374	432

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS NOVEMBER 30 TO DECEMBER 27, 1951; UNPLACED APPLICANTS
AS AT JANUARY 24, 1952—Concluded**

(Source: Form UIC 751)

Office	Vacancies		Registered end of period	Referred to vacancies	Applicants		Unplaced end of period	Unplaced as at Jan. 24, 1952
	Reported during period	Unfilled end of period			Regular	Casual		
Manitoba	3,537	1,820	12,235	4,625	2,799	1,365	15,025	17,587
Brandon.....	349	192	697	319	218	35	740	995
Dauphin.....	119	100	350	90	61	8	435	583
Flin Flon.....	90	77	119	86	73	11	95	130
Portage la Prairie.....	76	41	362	80	59	3	502	732
The Pas.....	85	151	83	55	68	1	57	71
Winnipeg.....	2,818	1,259	10,627	3,995	2,320	1,307	13,196	15,076
Saskatchewan	2,797	824	6,499	2,775	1,694	515	7,230	10,523
Estevan.....	63	8	155	83	53	2	170	234
Moose Jaw.....	376	117	750	378	255	38	664	1,052
North Battleford.....	96	41	275	89	72	4	403	651
Prince Albert.....	191	75	589	170	94	30	916	1,179
Regina.....	1,034	165	2,166	941	633	243	1,859	2,639
Saskatoon.....	705	183	1,502	815	389	185	1,873	2,628
Swift Current.....	74	42	287	89	59	.....	390	713
Teachers' Office (a).....	43	77	7	28	10	.....	4	5
Weyburn.....	87	47	165	59	53	2	181	259
Yorkton.....	128	69	603	123	76	11	770	1,163
Alberta	5,351	1,815	10,928	6,022	3,801	959	10,232	14,644
Blairmore.....	73	156	97	40	49	.....	156	226
Calgary.....	1,701	458	3,645	2,023	956	484	3,747	4,985
Drumheller.....	77	11	129	74	77	.....	151	196
Edmonton.....	2,665	693	5,208	2,963	1,918	435	4,427	6,310
Edson.....	344	213	277	286	315	.....	66	85
Lethbridge.....	249	166	987	354	271	31	1,047	1,839
Medicine Hat.....	113	38	322	139	83	5	427	562
Red Deer.....	127	61	254	140	101	4	201	412
Yellowknife.....	32	19	9	3	31	.....	40	29
British Columbia	9,456	1,808	29,597	10,159	4,877	3,193	40,401	56,272
Chilliwack.....	140	6	1,303	193	88	74	1,705	2,596
Courtenay.....	83	56	863	81	58	21	918	1,513
Cranbrook.....	33	7	238	48	29	1	306	566
Dawson Creek.....	191	36	244	169	170	.....	116	154
Duncan.....	109	13	597	136	92	8	627	1,465
Kamloops.....	78	31	344	77	57	.....	411	705
Kelowna.....	133	9	617	126	106	20	1,146	1,266
Nanaimo.....	240	14	988	248	103	115	1,138	2,433
Nelson.....	97	13	624	106	56	35	677	1,121
New Westminster.....	764	40	3,908	847	227	535	6,147	7,904
Penticton.....	127	7	966	132	33	89	1,319	1,720
Port Alberni.....	142	7	548	164	107	27	568	899
Prince George.....	566	85	810	531	466	13	609	706
Prince Rupert.....	150	57	345	159	120	.....	646	924
Princeston.....	47	1	145	53	51	.....	106	168
Trail.....	65	44	362	65	26	11	492	741
Vancouver.....	5,369	1,114	14,124	5,868	2,263	2,082	19,932	26,502
Vernon.....	134	15	602	144	88	37	893	1,371
Victoria.....	876	203	1,861	939	662	124	2,525	3,397
Whitehorse.....	112	50	108	73	75	1	120	121
Canada	76,284	30,125	212,545	83,545	50,153	14,711	268,575	351,543
Males.....	51,854	22,295	161,758	55,021	34,826	10,354	197,775	266,325
Females.....	24,430	7,830	50,787	28,524	15,327	4,357	70,800	85,218

(a) Statistics for Province of Saskatchewan.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1941-1951

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	556,882	230,920	790,802
1951 (52 weeks).....	1,541,208	623,467	2,164,675	655,933	262,305	918,238

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual				
	Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual						
Agriculture	5	1	..	..	374	466	9	169	119	22	105	84	1	605	325	59	2,310	1,846	201			
Fishing, Trapping and Hunting Logging	1	2	..	..	6	2	..	228	151	15	12	9	1	19,531	5,561	4	8,005	6,023	3			
Pulpwood.....	50	2	4	..	19	12	..	19	12	..	701	467	17,866	5,093	3	5,823	3,906	2						
Lumber.....	50	2	2	..	2	2	..	182	136	6	300	184	3	1,617	444	24	2,089	2,065	2					
Other Logging.....	1	42	..	..	27	6	13	44	26	..	44	26	..	48	24	3	83	52	1			
Mining	1	1	..	..	160	135	..	160	135	..	42	83	..	628	507	1	736	613	16			
Coal.....	..	..	..	..	141	125	..	141	125	..	36	81	7	7	54	1	67	55	1		
Iron.....	..	..	..	..	..	..	..	..	..	..	..	..	..	64	54	..	277	370	1		
Gold.....	..	..	..	..	..	..	..	..	..	..	..	..	..	221	192	..	240	84	..		
Nickel.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Other Metallic Ores and Non-Metallic Minerals.....	1	15	14	..	210	182	10	1,637	1,514	50	571	300	130	18,468	12,919	478	19,675	12,790	1,916					
Manufacturing	37	16	8	157	3	117	8	177	205	16	77	65	6	1,598	1,133	65	3,264	2,251	382					
Food and Kindred Products.....	16	5	3	..	105	92	1	16	13	..	17	16	1	4,871	3,882	31	2,007	1,545	45					
Textiles and Apparel.....	2	..	..	..	87	59	7	134	100	19	245	52	78	1,232	2,036	38	1,469	1,048	133		
Lumber and Finished Lumber Products.....	7	5	2	3	3	3	..	43	28	1	225	52	78	1,232	551	208	2,005	1,234	337					
Pulp, Paper Products and Printing.....	2	..	..	..	53	50	14	14	12	1	13	2	1	527	373	3	1,478	569	365		
Chemicals and Allied Products.....	..	..	..	..	..	..	..	..	..	..	..	..	..	95	55	8	43	29	5		
Petroleum and Coal Products.....	..	..	..	..	..	..	..	..	..	..	..	..	..	295	232	29	249	152	16		
Rubber Products.....	..	..	..	..	..	..	..	..	..	..	..	..	..	1,262	898	2	419	343	1		
Leather and Leather Products.....	..	..	..	..	..	..	..	..	..	..	..	..	..	337	247	22	516	346	48		
Stone, Clay and Glass Products.....	7	1	4	..	7	5	2	7	5	2	44	37	2	10	1,217	665	14	1,716	1,085	127				
Iron and Steel and Products.....	..	..	..	..	372	359	..	372	359	..	9	1	3	965	734	11	807	466	25		
Non-Ferrous Metals and Products.....	..	..	..	..	70	68	2	70	68	2	1	1	1	1,301	754	6	1,929	1,291	111		
Machinery.....	1	1	..	..	10	6	..	10	6	..	..	..	..	434	267	4	1,107	697	27		
Electrical Equipment and Products.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Transportation Equipment and Other Manufacturing.....	..	..	..	..	17	5	752	680	20	11	11	11	11	1,576	1,122	37	2,666	1,734	294		
Construction	1,023	872	11	186	145	18	1,438	1,121	680	20	11	11	11	90	13,917	11,055	547	12,954	10,126	976				
Buildings and Structures.....	1,020	870	11	148	117	9	955	769	62	1,644	97	62	1,381	43	8,666	6,403	374	7,384	5,839	523				
Highways, Bridges and Streets.....	8	2	..	116	97	..	3	126	100	18	316	257	15	821	606	34				
Railway and Maintenance.....	..	..	..	..	6	..	..	38	35	..	1	155	6	947	259	13	733	543	24		
Other General Construction.....	2	1	..	..	11	10	..	8	8	..	1	99	..	2	147	9	830	778	24			
Special Trade Contractors.....	1	1	..	..	18	16	2	248	171	31	165	131	23	2,746	1,912	136	3,186	2,360	256			
Public Utilities Operation	21	11	6	280	19	226	16	248	171	31	165	131	23	2,746	1,912	136	3,186	2,360	256					
Transportation and Storage.....	13	7	5	270	12	225	542	171	281	677	1,404	312	590	5,560	3,137	1,235	6,560	4,071	1,266					
Communications and Other Public Utilities	8	4	1	10	7	1	536	63	459	123	71	9	9	524	448	9	923	580	69					
Trade	113	59	15	536	216	263	1,722	958	288	1,356	824	183	7,344	4,807	509	12,332	7,573	1,797						
Wholesale.....	26	19	4	176	122	44	473	188	216	369	170	129	2,115	1,454	173	3,237	1,757	827						
Retail.....	87	40	7	360	124	219	1,249	770	72	887	654	54	5,229	3,353	336	9,095	5,816	970						
Finance, Insurance and Real Estate	6	4	..	..	10	5	1	83	54	8	81	42	6	910	531	17	1,790	916	166			
Service.....	404	259	84	476	232	120	3,026	1,241	1,245	2,537	1,241	796	10,071	9,436	2,844	36,682	22,200	7,754						
Public.....	279	208	128	107	4	851	463	311	655	459	77	2,191	1,741	590	6,525	2,668	11,714	970	3,353					
Domestic.....	62	15	43	240	79	103	1,136	192	714	1,019	204	590	5,720	3,964	420	8,324	5,098	992						
Personal.....	51	34	8	95	60	9	914	518	182	708	435	108	5,720	3,964	420	8,324	5,098	992						
Other Service.....	12	2	7	13	6	4	125	68	38	155	107	21	1,635	1,063	130	2,462	1,327	358						
Totals	1,661	1,223	130	2,408	1,317	617	9,541	5,536	2,402	9,393	5,332	1,790	82,740	48,313	5,696	101,01	66,497	14,077						
Men	1,495	1,120	115	1,437	1,014	409	6,692	4,020	1,790	7,089	4,114	1,322	63,834	36,975	3,361	68,784	45,077	9,356						
Women	166	103	15	671	303	238	2,849	1,510	612	2,214	1,218	468	18,906	11,338	2,335	32,317	20,520	4,721						

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, SEPTEMBER 28 TO DECEMBER 27, 1951

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada				
	Vacancies	Placements		Casual	Vacancies	Placements		Casual	Vacancies	Placements		Casual	Vacancies	Placements		Casual	Vacancies	Placements		Casual	
		Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual		
Agriculture	849	548	51	16	2,690	2,210	16	8	2,359	1	2,958	1	362	287	30	10,427	8,245	400	10,427	8,245	
Fishing, Trapping and Hunting	24	11	3						1,399	1	1,399	1	4	3		3	38	6	400	38	
Logging.....	816	550			156	65			1,037	36	1,399	1	1,730	1,477	16	33,056	15,568	42	33,056	15,568	
Pulpwood.....	783	542			77	32			846	1	1,093		164	140	3	25,623	10,230	6	25,623	10,230	
Lumber.....	25	5			77	32			1,093	1	1,093		1,131	1,131	4	6,668	4,845	12	6,668	4,845	
Other Logging.....	8	3			1	1			261	175	261		206	206	9	765	493	24	765	493	
Mining	107	82	2	3	116	73	3	5	1,741	1,223	1,741	5	960	737	71	4,491	3,453	100	4,491	3,453	
Coal.....					44	44			1,649	507	1,649		113	12	60	993	770	60	993	770	
Iron.....					5	4			149	82	149		255	205	2	540	400	2	540	400	
Nickel.....	31	30							226	160	226		139	102	1	894	854	2	894	854	
Other Metallic Ores and Non-Metallic Minerals.....	56	39	2		45	18			168	134	168		13	12		258	98		258	98	
Prospecting and Oil Producing.....	15	11			22	7			549	340	549		418	389	10	1,156	935	26	1,156	935	
Manufacturing	2,161	1,552	161	173	642	374	173	183	2,603	1,932	2,603	183	4,177	3,449	246	49,911	34,777	3,551	49,911	34,777	
Food and Kindred Products.....	519	289	31	423	276	70	543	87	543	353	543		626	462	109	7,400	5,156	782	7,400	5,156	
Textiles and Apparel.....	662	367	34	20	10				85	70	85		113	82	3	7,900	6,073	137	7,900	6,073	
Lumber and Finished Lumber Products.....	101	47	30	17	11				1,099	887	1,099		2,111	2,125	45	7,678	6,313	307	7,678	6,313	
Pulp, Paper Products and Printing.....	179	104	5	43	24	16			1,055	66	1,055		321	237	41	4,163	2,304	690	4,163	2,304	
Chemicals and Allied Products.....	59	33	1	32	6	33			76	16	76		80	54	10	2,332	1,115	427	2,332	1,115	
Petroleum and Coal Products.....	34	15	1	4	4				25	22	25		55	37	5	256	162	20	256	162	
Rubber Products.....	16	6							1		1		5	4		566	394	45	566	394	
Leather and Leather Products.....	30	14	1		1				7	5	7		9	6		1,232	1,268	4	1,232	1,268	
Stone, Clay and Glass Products.....	35	20	6		26	8			175	146	175		64	48	4	3,718	2,429	172	3,718	2,429	
Iron and Steel and Products.....	172	132	3		35	8			113	87	113		155	113	2	2,038	1,367	80	2,038	1,367	
Non-Ferrous Metals and Products.....	33	13			15	9			37	35	37		136	83	9	2,636	1,633	163	2,636	1,633	
Machinery.....	112	67	25	15	9				71	51	71		136	83	9	3,636	2,325	163	3,636	2,325	
Electrical Equipment and Products.....	50	42	3						6	4	6		47	30		1,654	1,043	31	1,654	1,043	
Transportation Equipment and Other Manufacturing.....	159	106	3	12	6				260	210	260		143	88	13	5,966	3,791	379	5,966	3,791	
Construction	1,981	1,362	82	191	654	411	191	346	4,377	3,362	4,377	346	4,471	3,103	203	41,191	34,053	2,561	41,191	34,053	
Buildings and Structures.....	836	787	13	1,032	743	100			2,337	1,768	2,337		2,427	1,756	121	25,649	20,433	1,458	25,649	20,433	
Highways, Bridges and Streets.....	227	95			138	52			262	233	262		259	207	20	2,366	1,735	155	2,366	1,735	
Railway and Maintenance.....	404	164			144	105			706	579	706		504	450	5	3,224	2,355	174	3,224	2,355	
Other General Construction.....	18	18			52	31			328	212	328		10	907	402	4,754	3,689	61	4,754	3,689	
Special Trade Contractors.....	496	298	69	220	154	31	744	510	118	374	288		374	288	47	8,198	5,841	713	8,198	5,841	
Public Utilities Operation	1,140	634	269	667	499	71	883	650	135	1,700	1,191	200	1,700	1,191	200	19,283	10,758	4,628	19,283	10,758	
Transportation and Storage.....	1,040	574	205	587	446	71	715	511	131	1,459	1,003	210	1,459	1,003	210	16,580	9,145	4,059	16,580	9,145	
Communications and Other Public Utilities.....	100	60	4	80	53				168	139	168		241	188	10	2,713	1,613	569	2,713	1,613	
Trade	3,511	1,341	2,021	1,189	587				3,226	1,751	3,226	929	4,016	2,421	188	10	36,077	21,178	7,170	36,077	21,178
Wholesale.....	1,433	855	731	611	265	286	586	578	1,375	586	1,375	586	1,292	741	281	11,017	5,781	3,273	11,017	5,781	
Retail.....	2,078	865	613	410	924	301	1,851	1,165	1,951	351	2,814	1,680	2,814	1,680	974	25,000	15,391	3,897	25,000	15,391	
Finance, Insurance and Real Estate	325	182	30	170	92	8	425	266	425	266	425		423	247	21	4,233	2,369	274	4,233	2,369	
Public.....	7,369	3,252	2,733	3,855	1,929	1,012	7,457	3,471	1,957	1,957	10,698		10,698	5,460		88,225	48,765	22,277	88,225	48,765	
Domestic.....	2,689	406	1,171	893	118	1,573	1,209	20	1,573	1,209	20		4,992	2,520	2,258	30,505	21,871	5,837	30,505	21,871	
Personal.....	2,586	237	2,012	1,044	247	536	2,813	520	1,706	520	2,813		2,912	1,619	1,171	28,557	18,134	14,915	28,557	18,134	
Other Service.....	1,650	936	207	1,430	680	339	2,223	1,373	2,223	1,373	2,223		2,810	1,834	273	23,922	14,932	2,715	23,922	14,932	
	444	200	108	139	139	19	548	369	548	369	548		684	487	50	6,288	3,768	810	6,288	3,768	
Totals	48,283	9,223	4,618	2,064	7,602	2,064			24,270	16,432	24,270		38,541	18,375		290,449	179,144	40,809	290,449	179,144	
Men.....	11,392	6,592	2,041	5,795	1,284	7,890			17,115	12,058	17,115		20,324	13,400		206,636	130,834	25,426	206,636	130,834	
Women.....	6,891	2,631	2,577	1,807	3,527	1,807			7,555	3,474	7,555		8,217	4,915		1,802	83,113	48,310	1,802	83,113	48,310

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of December, 1951		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	1,463	777	22,544	60,312
Prince Edward Island.....	752	430	11,605	26,526
Nova Scotia.....	6,496	3,600	113,258	291,939
New Brunswick.....	5,702	2,852	80,756	210,324
Quebec.....	47,212	27,587	870,981	2,135,981
Ontario.....	51,429	28,271	884,853	2,298,245
Manitoba.....	8,572	4,894	152,412	395,571
Saskatchewan.....	3,685	2,438	61,179	159,448
Alberta.....	5,255	3,348	93,961	253,404
British Columbia.....	21,703	13,542	389,438	1,091,444
Total, Canada, Dec. 1951.....	152,269	87,739	2,680,987	6,923,194
Total, Canada, Nov. 1951.....	97,511	67,861	2,033,423	5,107,466
Total, Canada, Dec. 1950.....	101,918	69,870	2,192,851	5,308,818

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF DECEMBER 31, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	3,634	1,276	402	637	718	318	283
Male.....	3,545	1,260	396	621	698	308	262
Female.....	89	16	6	16	20	10	21
Prince Edward Island.....	1,394	461	182	294	280	90	87
Male.....	1,178	412	166	259	228	66	47
Female.....	216	49	16	35	52	24	40
Nova Scotia.....	10,976	3,221	1,386	2,101	2,115	912	1,241
Male.....	9,443	2,804	1,250	1,899	1,808	767	915
Female.....	1,533	417	136	202	307	145	326
New Brunswick.....	9,990	2,789	1,278	2,110	2,269	673	871
Male.....	8,113	2,330	1,111	1,815	1,892	484	571
Female.....	1,877	459	167	295	467	189	300
Quebec.....	94,611	24,256	13,148	19,436	17,492	9,458	10,821
Male.....	65,270	18,157	9,614	14,100	11,446	5,754	6,199
Female.....	29,341	6,099	3,534	5,336	6,046	3,704	4,622
Ontario.....	100,224	37,239	14,012	16,925	16,367	6,701	8,980
Male.....	72,172	28,783	10,316	12,392	11,319	4,145	5,217
Female.....	28,052	8,456	3,696	4,533	5,048	2,556	3,763
Manitoba.....	13,158	3,638	1,766	2,456	2,891	1,005	1,402
Male.....	9,618	2,724	1,296	1,928	2,217	638	815
Female.....	3,540	914	470	528	674	367	587
Saskatchewan.....	6,066	1,867	870	1,310	1,345	317	410
Male.....	5,015	1,533	706	1,158	1,141	216	261
Female.....	1,051	334	111	152	204	101	149
Alberta.....	9,240	2,774	1,411	1,867	1,763	677	748
Male.....	7,582	2,350	1,184	1,597	1,449	487	515
Female.....	1,658	424	227	270	314	190	233
British Columbia.....	38,526	11,351	6,303	7,539	7,399	2,944	2,990
Male.....	31,721	9,901	5,486	6,245	5,833	2,142	2,114
Female.....	6,805	1,450	817	1,294	1,566	802	876
TOTAL.....	287,819 ¹	88,872	40,705	54,675	52,639	23,095	27,833
MALE.....	213,657	70,254	31,525	42,014	37,941	15,007	16,916
FEMALE.....	74,162	18,618	9,180	12,661	14,698	8,088	10,917

¹ Includes 8,184 supplementary benefit claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCES, DECEMBER, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,524	2,239	285	1,949	1,269	680	1,189
Prince Edward Island.....	955	679	276	727	558	169	414
Nova Scotia.....	6,679	4,745	1,934	5,340	4,123	1,217	2,597
New Brunswick.....	5,651	4,110	1,541	4,614	3,552	1,062	2,077
Quebec.....	53,020	36,128	16,892	43,485	35,265	8,220	19,813
Ontario.....	61,482	43,367	18,115	52,908	41,813	11,095	23,594
Manitoba.....	8,577	6,098	2,479	7,249	5,335	1,914	2,350
Saskatchewan.....	4,313	3,297	1,016	3,660	2,655	1,005	1,432
Alberta.....	6,166	4,404	1,762	5,331	4,181	1,150	2,229
British Columbia.....	25,673	15,367	10,306	22,956	17,886	5,070	6,984
Total Canada, Dec., 1951.....	175,040 ¹	120,434	54,606	148,219	116,637	31,582	62,679
Total Canada, Nov., 1951.....	122,603	83,853	38,750	107,835 ²	86,105	21,730	35,858
Total Canada, Dec., 1950.....	134,218	89,836	44,382	111,405	84,956	26,449	49,436

¹ In addition, revised claims received numbered 11,462. ² In addition, 11,333 revised claims were adjudicated. Of these, 1,021 were special requests not granted, and 773 were appeals by claimants. There were 1,537 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of December, 1951 ¹	Month of November, 1951	Month of December, 1950 ²
Claims Disallowed—			
Regular.....	19,713 ⁴	10,553	16,983
Supplementary Benefit.....	3,917		3,018
Claimants Disqualified—			
Not unemployed.....	4,388	3,997	3,651
Not capable of and not available for work.....	983	1,051	816
Loss of work due to a labour dispute.....	1,580	243	154
Refused offer of work and neglected opportunity to work.....	616	799	646
Discharged for misconduct.....	644	721	611
Voluntarily left employment without just cause.....	4,639	5,092	4,280
Other reasons ³	1,991	2,388	3,560
Total.....	38,471	24,844	33,719

¹ Includes 2,712 revised claims, disqualified.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

⁴ Of these, 15,165 were considered for supplementary benefit.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ¹
1950—November.....	2,745,000	2,654,700	90,300
December.....	2,797,000	2,672,200	124,800
1951—January.....	2,811,000	2,620,900	190,100 ²
February.....	2,817,000	2,569,400	247,600 ²
March.....	2,812,000	2,568,200	243,800 ²
April.....	2,814,000	2,587,500	226,500 ²
May.....	2,758,000	2,621,200	136,800
June.....	2,776,000	2,687,100	88,900
July.....	2,823,000	2,736,500	86,500
August.....	2,832,000	2,748,100	83,900
September.....	2,840,000	2,759,100	80,900
October.....	2,858,000	2,774,900	83,100
November.....	2,867,000	2,767,200	99,800

¹ Ordinary claimants on the live unemployment register on the last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-6. UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO DECEMBER 31, 1951

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)				RECEIPTS		DISBURSEMENTS				Balance in Fund		
	Employer and Employee		Government		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Total			
								Ordinary	Supplementary				
	\$	\$	\$	\$	\$	\$	\$			\$			
1942.	36,435,609 05	7,287,121 81				\$	269,268 74	43,691,999 60	27,752 92		\$	27,752 92	43,964,246 68
1943.	57,434,651 43	11,487,057 90		638 11			1,840,448 56	70,762,796 00	716,012 75			716,012 75	114,011,029 93
1944.	61,720,785 00	12,344,421 74		1,323 67			3,972,047 14	78,038,577 55	1,721,666 29			1,721,666 29	190,327,941 19
1945.	63,728,855 44	12,746,179 30		2,041 02			6,195,926 42	82,673,002 18	4,906,483 51			4,906,483 51	208,034,459 86
1946.	62,566,589 06	12,513,778 66		2,303 66			6,116,768 84	81,199,440 82	31,993,240 34			31,993,240 34	317,240,660 34
1947.	76,015,030 91	15,203,457 58		3,820 43			7,529,985 56	98,752,291 48	43,114,329 18			43,114,329 18	372,878,625 64
1948.	83,870,834 47	16,366,400 70		5,322 60			9,560,776 12	109,803,333 80	34,947,020 32			34,947,020 32	447,734,939 21
1949.	98,581,559 98	20,924,013 71		8,359 08			12,113,317 56	131,627,250 33	49,826,752 16			49,826,752 16	529,535,437 38
1950.	104,432,415 94	20,094,332 20		17,731 42			14,391,257 71	138,935,737 27	85,006,136 24		818,065 89	85,824,202 13	582,046,972 52
1951.	128,744,248 84	27,536,193 16		34,656 50			15,630,847 06	171,945,945 56	83,082,101 75		6,930,439 54	90,012,541 29	664,580,376 79
April.	12,766,464 04	2,554,175 40		2,940 50			1,395,726 42	16,719,306 36	7,855,188 13		703,562 27	8,538,780 40	672,760,902 75
May.	12,813,439 84	2,565,469 04		2,920 00			1,473,147 56	16,854,976 44	5,655,192 50		17,400 63	5,672,683 22	683,943,165 97
June.	11,676,138 56	2,335,280 26		3,865 86			1,441,346 24	15,456,630 92	3,509,335 48		5,222 50	3,514,567 98	695,885,268 91
July.	12,160,180 78	2,429,023 02		2,310 18			1,636,114 72	16,227,828 70	3,423,587 51		277 50	3,423,865 01	708,689,032 69
August.	116,250,200 38	3,250,330 55		1,526 29			1,444,871 98	20,946,929 20	3,669,871 60		968 70	3,670,940 30	725,965,021 50
September.	12,571,402 73	2,514,429 84		1,669 80			1,550,536 36	16,638,038 73	3,453,730 53		1,740 50	3,455,471 03	739,147,589 20
October.	12,209,022 36	2,443,216 70		5,250 00			1,601,462 43	16,258,951 49	3,896,155 78		cr 531 55	3,895,624 23	751,510,916 46
November.	13,654,777 67	2,729,876 91		3,439 12			1,631,900 98	18,019,994 68	5,103,844 61		cr 69 30	5,103,775 31	764,427,135 83
December.	*11,842,689 18	2,402,986 90		2,323 16			1,717,421 53	15,965,420 77	6,920,010 73		cr 132 45	6,919,878 28	773,472,678 32
Sub-TOTAL.	115,944,315 54	23,224,788 62		26,244 91			13,892,528 22	153,087,877 29	43,467,016 90		728,558 80	44,195,575 76	773,472,678 32
TOTAL.	889,474,896 26	179,727,745 38		102,441 40			91,513,171 93	1,160,818,254 97	378,868,512 42		8,477,064 23	387,345,576 65	773,472,678 32

*Stamps \$5,994,656 32. Meter \$1,672,977 27. Bulk \$3,955,301 24. Arm. Serv. \$234,382 03. Sp. Force \$5,372 32. Total \$11,842,689 18.

† Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,829,013 00.

‡ Includes prepayment by P.O. of \$4,000,000.

TABLE E-7.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO DECEMBER, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....	663	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February.....	4,124	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709
March.....	2,925	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,764
April.....	2,799	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	75,242
May.....	4,629	2,027	4,654	8,825	34,777	27,903	33,617	52,675	71,619	56,430
June.....	2,668	1,772	3,226	10,857	30,646	21,365	31,543	44,783	61,284	58,233
July.....	1,855	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	58,981
August.....	1,118	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	57,926
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	62,456
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	82,902
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	122,603
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	175,040
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	1,141,555

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, DECEMBER, 1951¹

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Not Entitled to Benefit
	Claims Considered	Entitled to Benefit		
		Class 1 ²	Class 1 ²	
4 Newfoundland.....	277	30	61	63
Prince Edward Island.....	109	16	16	13
Nova Scotia.....	691	187	147	174
New Brunswick.....	585	131	163	157
Quebec.....	4,058	922	842	1,131
Ontario.....	4,413	904	901	1,139
Manitoba.....	1,260	474	333	381
Saskatchewan.....	501	94	159	186
Alberta.....	542	130	132	174
British Columbia.....	2,720	774	612	759
Total December, 1951.....	15,156 ³	3,662	3,366	4,177
Total December, 1950.....	12,213	2,611	2,620	3,266

¹ See explanatory note on p. 320.

² For 1950, and additional 18 claimants were entitled under classes 3 and 4.

³ There were, in addition, 9 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and ¹ Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index including rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF JANUARY, 1952

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	January 2, 1951	Dec. 1, 1951	January 2, 1951						
St. John's, Nfld ⁽¹⁾		103.5	103.9	106.1	101.2	107.0	105.7	101.4	101.2
Halifax.....	160.2	179.3	179.3	242.1	124.9	144.5	229.6	184.1	136.8
Saint John.....	168.4	186.1	188.0	241.7	126.1	139.8	236.7	194.0	152.0
Montreal.....	177.8	197.3	198.1	268.8	147.4	145.0	201.4	206.4	140.0
Toronto.....	168.6	186.0	187.1	239.1	149.6	172.5	215.8	195.3	144.7
Winnipeg.....	167.8	183.3	183.7	248.7	132.9	128.2	211.8	204.7	139.5
Saskatoon.....	170.2	187.2	187.0	249.8	132.3	151.7	223.5	207.7	134.0
Edmonton.....	166.0	183.6	183.4	254.2	124.0	121.8	224.6	194.1	140.2
Vancouver.....	172.6	192.8	193.6	259.2	131.9	169.2	227.7	194.6	147.5

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

* Commodities	Per	Dec. 1941	Dec. 1946	Jan. 1949	Jan. 1950	Jan. 1951	Dec. 1951	Jan. 1952	Price Jan. 1952
Beef, sirloin steak.....	lb.	120.7	154.8	251.3	251.6	313.7	378.1	381.3	107.2
Beef, round steak.....	lb.	125.7	167.9	280.2	281.0	349.4	422.2	425.5	101.7
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	281.7	283.5	348.6	413.7	417.2	96.1
Beef, blade roast, blade removed.....	lb.	132.7	162.3	301.3	300.6	391.3	481.4	485.7	78.7
Beef, stewing, boneless.....	lb.	136.7	168.3	333.9	338.3	444.1	559.1	562.0	76.7
Veal, front roll, boneless.....	lb.	139.3	174.0	311.8	316.6	381.8	490.7	494.7	85.9
Lamb, leg roast.....	lb.	109.9	152.8	238.7	251.1	285.0	332.3	337.9	96.5
Pork, fresh loin, centre-cut.....	lb.	125.3	143.8	228.5	227.7	247.5	239.9	242.9	64.4
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	256.2	238.3	274.8	273.7	283.2	53.8
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	142.5	231.4	227.0	214.9	221.3	215.2	81.4
Lard, pure, package.....	lb.	151.3	159.6	323.7	200.0	254.0	251.3	238.8	26.6
Shortening, package.....	lb.	134.7	137.5	281.3	214.6	241.0	250.0	243.8	35.3
Eggs, grade "A" large, cartons.....	doz.	156.4	181.3	200.8	143.9	197.4	242.8	189.7	59.3
Milks.....	qt.	111.0	95.4	161.5	166.1	174.3	189.0	190.8	20.8
Butter, creamery, prints.....	lb.	140.5	148.0	267.4	239.9	236.3	261.3	264.9	72.1
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	229.7	226.0	233.5	257.3	259.6	34.8
Bread, plain, white, wrapped.....	lb.	106.5	106.3	152.4	165.1	177.6	191.8	191.8	12.2
Flour, all purpose.....	lb.	127.3	124.2	187.9	221.2	224.2	230.2	230.2	7.7
Rolled Oats, package.....	lb.	112.0	114.0	153.6	161.5	190.2	197.7	199.2	13.2
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	162.0	163.0	171.7	190.0	191.1	17.8
Tomatoes, canned, $2\frac{1}{2}$ s.....	tin	129.9	137.7	221.7	182.1	195.3	269.7	279.9	30.1
Peas, 20 oz.....	tin	117.5	121.7	150.0	147.5	149.3	165.7	167.3	21.4
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	186.7	176.1	173.9	185.6	189.2	20.9
Beans, dry.....	lb.	129.4	133.3	278.4	249.0	267.2	301.4	299.3	14.9
Onions, cooking.....	lb.	108.2	126.5	124.5	169.4	119.0	168.1	185.1	9.8
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	141.3	150.9	124.0	244.5	269.0	60.5
Prunes, bulk or in bag.....	lb.	115.8	120.2	178.9	197.4	229.4	252.0	250.3	28.8
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	127.8	128.5	143.3	175.9	176.5	26.6
Oranges, California.....	doz.	132.5	154.3	125.3	137.7	158.7	143.4	147.8	40.8
Lemons.....	$\frac{1}{2}$ doz.	111.3	148.6	139.1	169.8	169.2	178.4	179.0	29.2
Jam, strawberry, 16 oz.....	jar	111.3	115.1	150.4	145.5	162.1	167.7	167.7	29.5
Peaches, 15 oz.....	tin	101.5	106.1	146.2	140.6	146.8	155.3	155.3	23.6
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	145.8	140.7	148.9	159.1	159.1	21.7
Corn Syrup, 2 lb.....	tin	138.0	157.7	185.7	176.9	188.7	207.7	208.3	36.1
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	150.8	158.5	191.7	204.2	204.2	13.1
Sugar, yellow, in branded package.....	lb.	131.3	134.9	155.6	163.5	198.1	213.6	213.6	13.8
Coffee, medium quality, in bag.....	lb.	141.6	131.7	186.7	250.9	299.6	314.4	314.7	108.6
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	174.5	177.2	182.0	186.5	186.5	54.2

* Description and Units of Sale Apply to January 1952 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast), per lb.	Fresh shoulder, hook- off, per lb.	
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	121.5		90.4	76.6				82.1	78.1	84.0
P.E.I.—										
2—Charlottetown.....	107.5	95.0	85.5	73.5	67.0			60.8	55.0	
Nova Scotia—										
3—Halifax.....	113.1	106.3	96.6	79.6	81.4		91.1	67.5	51.9	83.6
4—Sydney.....	110.6	102.0	90.0	79.8	78.1		86.3	67.7	52.8	87.6
New Brunswick—										
5—Moncton.....	108.7	99.5	93.7	77.2	74.9			65.0	53.3	78.2
6—Saint John.....	111.0	100.1	92.2	76.3	77.1		91.5	67.9	56.9	87.7
Quebec—										
7—Chicoutimi.....	130.7	123.3		78.3	70.2		107.0	64.6	58.7	85.9
8—Montreal.....	116.1	109.7	100.4	77.9	75.4	86.9	96.8	62.5	53.9	77.1
9—Quebec.....	111.0	107.0	90.3	71.8	68.9	90.6	96.8	57.0	48.5	75.1
10—Sherbrooke.....	108.6	106.6	94.2	73.4	72.6	88.4	95.2	64.2	52.8	82.6
11—Sorel.....	107.8	105.0	94.5	75.4	65.0			60.7	51.9	79.4
12—Three Rivers.....	121.0	106.3	87.8	70.2	64.5			60.3	51.5	82.7
Ontario—										
13—Cornwall.....	93.8	94.7	96.0	75.3	77.3			62.6	56.3	76.1
14—Fort William.....	105.2	101.0	94.3	81.0	81.2			63.8		80.1
15—Hamilton.....	107.2	103.2	100.2	82.9	80.7	84.2	97.4	67.2	49.0	77.3
16—London.....	105.1	103.0	97.1	82.9	79.4		96.7	65.9	48.4	79.4
17—North Bay.....	101.0	100.3	96.4	79.2	76.7		95.7	66.7	55.0	80.7
18—Ottawa.....	110.7	105.8	101.6	84.8	80.2		95.2	63.9	51.3	74.8
19—Sault Ste. Marie.....	106.6	105.4	90.3	81.0	82.8			66.6	54.8	77.1
20—Sudbury.....	97.9	96.9	89.8	77.2	78.3			63.8	58.4	74.5
21—Timmins.....	106.0	103.7	96.3	81.1	79.3	88.2	96.8	62.7	52.2	80.5
22—Toronto.....	106.5	100.9	102.5	83.6	79.4		93.1	65.9	47.8	76.5
23—Windsor.....	101.1	97.6	93.5	79.8	81.8		91.2	67.1	53.4	76.0
Manitoba—										
24—Brandon.....	103.2	96.8	101.7		73.5			59.8	54.0	77.6
25—Winnipeg.....	103.4	97.4	98.8	78.8	77.9		92.2	59.9	55.8	77.1
Saskatchewan—										
26—Moose Jaw.....	97.5	93.1	92.0	78.3	75.4	76.7	93.6	65.4	52.2	79.1
27—Regina.....	97.3	93.9	93.2	76.9	76.8	86.7	95.3	62.8	54.7	84.5
28—Saskatoon.....	98.3	94.9	93.0	75.8	80.0		89.0	58.9	54.0	81.2
Alberta—										
29—Calgary.....	102.4	97.1	101.1	84.1	76.3	93.2	103.0	62.1	59.2	83.9
30—Drumheller.....	95.6	95.0	93.8	76.6	71.6			64.2	54.5	85.7
31—Edmonton.....	98.4	92.5	94.1	70.0	73.1	84.8	93.8	61.5	50.0	84.6
British Columbia—										
32—Prince Rupert.....	115.0	108.3	103.3	80.0	80.0		106.7	71.7	66.7	95.3
33—Trail.....	114.2	106.6	105.0	82.6	81.8		107.0	72.6	63.2	95.7
34—Vancouver.....	119.7	105.9	109.1	91.4	85.2	89.2	104.8	72.0	55.6	90.4
35—Victoria.....	119.6	108.2	107.8	81.8	86.1	86.7	109.2	72.9	56.2	92.2

FOODS AND COAL BY CITIES, JANUARY, 1952

Bureau of Statistics

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½-lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolls oats, package, per lb.	Corn flakes, 8-oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....		30.6	84.8	32.0		35.4	11.3	8.7	15.6	20.2
P.E.I.—										
2—Charlottetown.....	26.8	36.6	55.1	17.0	75.1	36.7	11.3	8.2	12.2	18.8
Nova Scotia—										
3—Halifax.....	27.8	35.0	59.1	20.5	75.1	35.7	12.0	8.2	14.3	18.3
4—Sydney.....	26.8	35.1	65.3	22.0	76.9	36.9	12.8	8.4	13.7	19.0
New Brunswick—										
5—Moncton.....	26.2	35.5	60.5	20.0	75.4	35.0	12.0	8.4	14.2	18.4
6—Saint John.....	28.7	35.8	63.5	21.0	76.0	36.1	12.7	8.2	13.9	18.5
Quebec—										
7—Chicoutimi.....	28.9	36.3	63.8	20.0	71.3	37.2	13.6	8.4		18.9
8—Montreal.....	25.7	34.9	61.2	20.0	70.2	34.3	12.0	7.5	13.3	17.1
9—Quebec.....	25.2	35.8	61.3	19.0	71.1	35.2	11.5	7.5	13.7	17.6
10—Sherbrooke.....	29.0	34.7	66.2	20.0	70.1	34.5	11.6	8.1	13.5	17.9
11—Sorel.....	24.2	34.7	61.8	19.0	69.5	33.5	12.0	7.7	13.7	17.0
12—Three Rivers.....	25.9	33.8	63.3	19.0	68.5	33.7	10.7	7.5	13.9	16.9
Ontario—										
13—Cornwall.....	24.2	34.2	60.1	19.0	71.8	34.4	10.7	7.5	13.5	17.9
14—Fort William.....	25.8	34.2	61.7	23.0	70.8	36.1	12.7	7.3	12.6	18.2
15—Hamilton.....	26.9	34.9	59.1	22.0	72.7	33.9	11.3	7.7	13.5	16.9
16—London.....	27.2	34.2	53.0	19.0	72.7	33.6	11.3	7.8	13.5	17.3
17—North Bay.....	27.5	34.9	61.9	22.0	73.1	34.2	12.0	7.9	14.5	18.2
18—Ottawa.....	25.0	35.3	62.6	22.0	72.8	35.0	12.0	7.8	13.6	17.1
19—Sault Ste. Marie.....	28.4	35.0	63.7	23.0	73.6	34.4	13.3	7.8	13.8	18.3
20—Sudbury.....	26.7	34.7	63.0	23.0	73.6	33.7	12.0	8.0	13.8	18.0
21—Timmins.....	27.1	34.1	61.1	25.0	72.6	34.3	12.0	8.0	13.1	18.2
22—Toronto.....	26.5	34.0	58.2	22.0	72.7	33.3	11.3	7.6	12.9	17.2
23—Windsor.....	26.5	35.6	57.1	21.0	72.1	34.0	11.3	7.9	13.8	17.1
Manitoba—										
24—Brandon.....	25.7	35.1	54.3	19.0	71.7	35.1	12.4	7.6	12.9	17.6
25—Winnipeg.....	24.1	32.6	54.5	20.0	69.9	34.9	14.0	7.2	12.4	17.6
Saskatchewan—										
26—Moose Jaw.....	25.0	35.9	56.7	19.7	69.8	34.4	12.8	7.2	12.3	17.7
27—Regina.....	24.5	34.3	51.4	20.0	69.4	35.5	12.8	7.3	12.7	18.8
28—Saskatoon.....	25.4	35.5	49.8	19.0	70.0	34.4	12.0	7.1	12.3	16.7
Alberta—										
29—Calgary.....	26.7	35.8	55.6	21.0	70.6	34.0	12.8	7.3	12.6	17.9
30—Drumheller.....	26.4	37.7	54.8	22.0	71.3	35.5	12.8	7.7	13.2	18.1
31—Edmonton.....	26.2	36.2	52.2	20.0	71.6	35.1	12.0	7.2	12.1	17.5
British Columbia—										
32—Prince Rupert.....	32.1	40.3	63.9	31.0	74.7	36.0	15.0	8.4	13.4	19.0
33—Trail.....	30.5	41.5	63.4	25.0	71.4	35.4	16.0	7.7	12.5	18.4
34—Vancouver.....	28.9	34.8	59.6	22.0	73.2	34.4	14.9	7.4	11.8	17.1
35—Victoria.....	28.6	35.2	63.6	24.0	72.6	34.9	14.9	7.7	11.9	17.4

TABLE F-4.—RETAIL PRICES OF STAPLE
SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 258's per dozen	Lemons, 300's, per 4 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	30.1	23.2	24.1	13.8	11.5	64.3	27.9	27.7	49.5		63.6
P.E.I.—							k	n			
2—Charlottetown.....	28.1	21.6	22.2	15.0	11.3	47.5	28.6	29.4	44.7	34.0	55.8
Nova Scotia—											
3—Halifax.....	29.8	21.9	21.8	16.2	11.5	64.1	28.1	26.5	39.6	28.7	54.5
4—Sydney.....	31.4	21.4	22.0	14.0	11.0	61.6	31.1	28.0	41.1	32.6	55.7
New Brunswick—								k			
5—Moncton.....	28.7	20.6	20.2	14.6	10.9	55.3	28.6	25.9	43.8	30.6	54.4
6—Saint John.....	30.2	21.0	20.4	15.7	11.2	56.4	28.7	28.8	42.0	30.7	54.6
Quebec—											
7—Chicoutimi.....	29.5	22.6	21.8		12.1	63.8			42.9	30.1	61.3
8—Montreal.....	27.6	19.0	20.0	14.9	10.8	60.6	k	k	40.5	24.7	52.7
9—Quebec.....	29.8	20.9	18.4	14.1	11.2	57.2	27.8	27.2	39.6	28.5	55.5
10—Sherbrooke.....	28.8	21.5	20.3	14.7	10.2	62.6	29.8	26.9	41.1	27.6	55.2
11—Sorel.....	27.5	18.9	18.7	13.6	11.0	56.1	27.4	23.5	40.5	29.3	51.0
12—Three Rivers.....	28.5	20.8	19.9	13.2	9.7	56.5	28.1	25.4	40.2	28.2	52.5
Ontario—							k				
13—Cornwall.....	28.6	20.4	19.5	13.1	9.4	60.7	30.6	23.8	39.6	29.0	51.2
14—Fort William.....	29.7	21.0	18.3	15.9	9.1	60.2	k	n	42.6	29.3	54.7
15—Hamilton.....	29.3	20.1	18.8	16.2	8.8	61.6	k	n	38.4	29.2	50.5
16—London.....	28.2	20.5	19.8	14.5	10.4	63.6	k	n	39.3	28.2	49.5
17—North Bay.....	29.2	22.0		12.6	7.7	64.7	k	n	37.5	28.2	53.2
18—Ottawa.....	28.9	21.1	19.2	13.8	9.6	64.0	28.8	27.6	38.7	27.8	49.6
19—Sault Ste. Marie.....	29.9	20.8	19.9	13.4	9.2	66.3	i	i	38.1	29.6	53.0
20—Sudbury.....	30.7	22.2	19.9	13.4	9.6	64.9	28.1	27.1	39.3	29.1	53.0
21—Timmins.....	29.8	21.9	20.0	14.5	9.0	65.5	29.0	25.6	42.9	32.0	54.7
22—Toronto.....	28.1	19.9	18.7	16.7	8.9	65.9	k	k	36.6	26.7	49.2
23—Windsor.....	25.4	20.8	20.0	14.9	9.2	63.5	i	i	38.7	29.1	52.0
Manitoba—							k				t
24—Brandon.....	31.4	23.5	21.7	16.3	10.0	55.8	29.8	29.7	45.6	26.6	70.9
25—Winnipeg.....	30.0	21.9	20.2	15.6	8.3	50.7	k	27.9	43.5	p	t
Saskatchewan—							k				t
26—Moose Jaw.....	31.9	22.2	22.0	13.8	8.9	54.3	28.8	26.8	42.6	31.3	72.2
27—Regina.....	33.7	21.8	22.8	14.9	9.4	57.8	k	28.7	42.9	t	73.6
28—Saskatoon.....	31.1	22.2	22.7	16.1	9.9	41.2	k	30.2	45.6	t	70.3
Alberta—							k				t
29—Calgary.....	33.4	20.5	22.3	15.8	9.2	68.4	28.6	26.9	40.5	31.9	70.0
30—Drumheller.....	36.4	19.6	23.0	15.2	10.2	67.6	k	26.0	41.4	t	74.1
31—Edmonton.....	34.1	20.7	23.3	15.1	9.4	52.1	k	29.6	43.2	t	71.2
British Columbia—											t
32—Prince Rupert.....	32.6	20.4	20.4	16.7	9.0	72.6	28.6	26.6	42.0	26.8	70.5
33—Trail.....	32.7	21.8		17.6	9.4	66.5	k	n	41.7	32.3	t
34—Vancouver.....	30.1	m	m		7.9	67.5	k	25.7	37.2	p	t
35—Victoria.....	30.0	18.2	18.0	16.6	8.2	71.3	28.6	26.6	35.1	22.8	t

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

FOODS AND COAL BY CITIES, JANUARY, 1952

Bureau of Statistics

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per 4 lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
1—St. John's.....	48·6	50·2	41·9	13·0		v 117·4	w 59·7		22·46
P.E.I.—						v			
2—Charlottetown.....	24·0	45·4	38·7	13·1	12·9	v 120·5	51·5		16·00
Nova Scotia—						v			
3—Halifax.....	24·1	44·9	37·0	12·2	13·2	v 114·6	51·9		17·75
4—Sydney.....	23·7	49·5	37·8	13·0	13·9	v 117·9	51·3		12·35
New Brunswick—						v			
5—Moncton.....	23·4	41·9	37·7	12·8	13·3	v 112·8	51·2		17·50
6—Saint John.....	23·0	45·4	37·2	12·5	13·0	v 114·2	52·5		18·25
Quebec—						v			
7—Chicoutimi.....		53·7	38·4	12·9	12·8	v 121·3	58·8	27·98	
8—Montreal.....	22·1	43·0	33·9	11·7	12·3	v 109·9	56·5	28·55	
9—Quebec.....	22·3	47·9	35·8	12·2	12·3	114·0	57·2	26·50	
10—Sherbrooke.....	23·4	41·9	34·5	12·1	12·7	112·2	58·7	27·75	
11—Sorel.....	22·2	44·4	34·0	11·9	11·8	111·0	54·8	25·83	
12—Three Rivers.....	23·9	43·8	35·4	12·4	12·4	111·5	56·1	27·00	
Ontario—									
13—Cornwall.....	21·8	40·9	33·8	12·5	12·6	114·5	55·8	28·75	
14—Fort William.....	22·8	41·4	37·3	13·4	14·0	105·8	54·2	26·82	
15—Hamilton.....	22·4	37·6	33·3	12·4	13·6	v 107·1	55·6	26·00	
16—London.....	22·5	41·1	33·7	12·5	13·4	106·7	55·6	26·50	
17—North Bay.....	24·0	39·3	35·0	13·5	14·5	v 118·2	56·0	28·50	
18—Ottawa.....	22·3	42·5	33·5	12·1	13·0	109·1	55·2	28·50	
19—Sault Ste. Marie.....		38·1	36·4	13·1	13·3	103·4	56·3	25·50	
20—Sudbury.....	23·0	38·1	36·4	13·1	13·5	102·6	55·1	28·25	
21—Timmins.....	23·3	42·8	36·0	13·3	14·2	107·8	55·0	31·00	
22—Toronto.....	21·3	41·2	32·7	11·9	13·0	105·2	54·7	25·25	
23—Windsor.....	22·1	41·6	33·6	12·5	13·7	103·0	55·0	26·50	
Manitoba—									
24—Brandon.....	27·0	46·9	37·8	15·1	15·7	109·2	53·4		17·65
25—Winnipeg.....	23·7	46·3	35·9	15·0	15·8	100·4	52·9		19·35
Saskatchewan—									
26—Moose Jaw.....	24·8	45·1	38·0	14·4	15·6	101·7	52·7		16·25
27—Regina.....	23·8	47·1	39·3	14·5	15·7	106·6	53·8		17·10
28—Saskatoon.....	24·3	49·1	36·9	15·0	16·0	100·2	51·3		16·50
Alberta—									
29—Calgary.....	25·7	42·9	38·4	13·7	14·7	102·2	53·0		14·00
30—Drumheller.....	26·1	44·7	40·6	14·2	15·6	105·8	53·4		
31—Edmonton.....	24·8	44·2	37·1	13·8	15·2	108·3	52·7		8·30
British Columbia—									
32—Prince Rupert.....	25·9	42·6	38·1	13·5	14·8	106·0	55·1		21·25
33—Trail.....	26·1	43·8	37·1	13·7	15·1	102·5	52·8		18·00
34—Vancouver.....	23·7	36·9	34·1	11·7	13·3	98·3	52·4		19·30
35—Victoria.....	23·1	39·6	34·3	12·5	14·0	103·9	52·8		20·42

(g) Mixed—carton and loose. (h) Evaporated milk 18·0¢ per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country	Description of Index	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
		Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Federal Government Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities				Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period		1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June-Aug. 1939	1938	1935-39 = 1000	1 st Quarter of 1949 = 1000
1922.....		(a) 120.4	(b) 119.7	.....	(c) 183	(d) 185	.....	.....	.....	(e) 164	.....	110.1	(f) 135	.....
1926.....		121.8	126.4	.....	(g) 172	185	.....	.....	.....	162	135	106.3	(h) 118	.....
1929.....		121.7	122.5	.....	(i) 164	176	.....	.....	.....	161	118	106.6	(j) 1150	.....
1933.....		94.4	92.4	.....	(k) 140	151	.....	.....	.....	131	99	93.2	.....	.....
1939.....		101.5	99.4	100.0	(l) 158	178	108	.....	.....	138	(m) 103	99.0	1029	748
1940.....		105.6	100.2	100.7	(n) 184	205	129	.....	107.5	133	113	103.4	1051	782
1941.....		111.7	105.2	104.4	(o) 199	226	150	.....	122.5	131	128	108.2	1111	810
1944.....		118.9	125.5	109.1	(p) 201	245	285	.....	147.7	207	279	128.8	1270	872
1945.....		119.5	128.4	213.5	(q) 203	281	343	.....	158.2	200	293	132.2	1270	884
1946.....		123.6	139.3	256.7	(r) 203	295	445	.....	160.3	208	287	134.1	1278	891
1947.....		135.5	159.2	300.3	(s) 203	.....	1639	4575	182.1	217	279	139.7	1309	919
1948.....		155.0	171.2	318.9	(t) 108	99	1632	4847	172.4	222	281	147.8	1328	992
1949.....		160.8	169.1	336.0	111	104	1645	4915	175.0	222	278	153.2	1392	1009
1950.....		166.5	171.1	368.5	114	101	1845	5000	185.1	(e) 159.1	294	159.3	1669	1066
1951—January.....		172.5	(n) 178.8	375.0	116	103	2075	5080	191.2	160.8	306	165.2	1853	1105
February.....		175.2	(n) 183.8	389.5	118	.....	2103	5171	194.5	162.3	312	165.6	.....	.....
March.....		179.7	(n) 184.5	397.7	119	103	2141	5171	194.5	162.3	315	166.4	.....	.....
April.....		181.8	184.6	380.5	118	.....	2170	5199	201.0	182.7	316	167.5	.....	1131
May.....		182.0	185.4	385.0	119	.....	2215	5217	204.7	184.5	314	168.8	.....	.....
June.....		184.1	188.0	397.7	121	109	2291	5323	207.2	186.1	318	170.4	.....	.....
July.....		187.6	185.2	.....	125	.....	2258	5304	208.8	166.4	318	171.6	2067	1169
August.....		188.9	185.5	.....	127	.....	2281	5373	209.5	167.3	319	172.2	.....	.....
September.....		189.8	186.6	.....	128	111	2337	5371	210.6	188.3	321	.....	.....	.....
October.....		190.4	187.4	.....	128	.....	2365	5386	213.3	189.9	322	.....	2191	1207
November.....		191.2	188.6	.....	129	.....	2427	5420	215.7	170.8	327	.....	.....	.....
December.....		191.1	189.1	.....	129	.....	2475	.....	216.7	171.0	.....	.....	.....	.....
1952—January.....		191.5	189.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January, 1950. (f) Yearly averages are for preceding year to June of year specified. (g) June, 1914 = 100. (h) June, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages 1920-49 are base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) 1947 average is for first half of year. (p) New series on 1947 average is for first half of year. (q) New series on 1947 average is for first half of year. (r) New series on 1947 average is for first half of year. (s) New series on 1947 average is for first half of year. (t) New series on 1947 average is for first half of year. (u) New series on 1947 average is for first half of year. (v) New series on 1947 average is for first half of year. (w) New series on 1947 average is for first half of year. (x) New series on 1947 average is for first half of year. (y) New series on 1947 average is for first half of year. (z) New series on 1947 average is for first half of year.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

SOURCE:—Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	Dec. 1951	Nov. 1951	Dec. 1951
All Commodities.	83.4	166.0	124.6	87.4	99.2	132.1	211.2	225.2	239.1	237.6
Classified According to Chief Component Material—										
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	209.5	220.9	221.0
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	106.0	150.0	251.3	268.7	280.4	285.8
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	79.8	108.2	130.8	246.7	295.0	270.6	288.8
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.2	87.2	107.3	154.9	258.3	273.8	299.0	295.2
V. Iron and Its Products.....	72.3	164.5	136.2	89.5	104.3	117.9	183.6	192.5	216.8	216.8
†VI. Non-Ferrous Metals and Their Products.....	133.9	163.6	139.0	87.5	100.0	107.6	159.5	173.1	185.3	183.4
VII. Non-Metallic Minerals and Their Products.....	66.7	106.6	100.0	99.1	99.7	116.4	164.8	165.8	170.7	171.3
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	173.0	187.7	188.0
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	225.1	237.0	235.9
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	225.7	241.4	239.7
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	268.1	289.5	289.5
Residential Building Materials.....			112.4	89.0	102.3	148.3	242.7	263.3	280.3	289.1
Canadian Farm Products Total.....			140.8	69.3	92.6	166.4	236.7	243.3	258.4	260.2
Field.....			137.2	69.3	83.7	162.5	191.9	188.2	188.2	191.3
Animal.....			144.4	69.2	101.5	170.2	281.4	298.4	328.5	329.1

† Gold is included from 1935 to date.

* Artificially converted from base 1926=100.

The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1952, JANUARY AND DECEMBER, 1951 †

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
January, 1952*	15‡	15	5,749‡	5,749	75,220	0.09
December, 1951*	13	19	11,821	12,587	117,045	0.14
January, 1951*	17‡	17	6,253‡	6,253	16,763	0.02

* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1952 ⁽¹⁾

Industry, Occupation and Locality	Workers Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to January, 1952				
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Biscuit factory workers, Vancouver, B.C.	1	95	2,200	Commenced November 10, 1951; for a new agreement providing for increased wages and other changes following reference to conciliation board; untrminated.
<i>Fur, Leather and Other Animal Products—</i> Handbag factory workers, Montreal, P.Q.	1	15	300	Commenced August 30, 1951; for a union agreement providing for increased wages following reference to conciliation and arbitration; untrminated.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Nicolet, P.Q.	1	30	650	Commenced September 27, 1951; for a new agreement providing for increased wages and cost-of-living escalator clause following reference to conciliation board; untrminated.
<i>Metal Products—</i> Jewelry factory workers, Toronto, Ont.	1	4	60	Commenced December 3, 1951; for a new agreement providing for payment of six additional statutory holidays; employment conditions no longer affected by the end of January, 1952; indefinite.
Electrical apparatus factory welders, Peterborough, Ont.	1	18	390	Commenced December 11, 1951; protesting suspension of four welders for refusal to work at rates in new classification; untrminated.
Metal factory workers, Weston, Ont.	1	309	6,700	Commenced December 14, 1951; for a new agreement providing for increased wages and reduced hours following reference to conciliation board; untrminated.
Strikes and Lockouts Commencing During January, 1952				
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Cake and biscuit mix factory workers, London, Ont.	1	(3) 18	30	Commenced January 30; for a union agreement providing for increased wages and other changes; untrminated.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Montreal, P.Q.	1	92	275	Commenced January 29; for implementation of majority report of arbitration board providing for increased wages, vacations with pay, etc., in new agreement under negotiations; untrminated.
<i>Metal Products—</i> Foundry workers, Morrisburg, Ont.	1	25	125	Commenced January 2; protesting suspension of two workers for absenteeism; terminated January 8; conciliation and return of workers pending reference to arbitration; indefinite.
CONSTRUCTION— <i>Buildings and Structures—</i> Electricians and helpers, Moose Jaw, Sask.	3	7	65	Commenced January 21; for increased wages; untrminated.

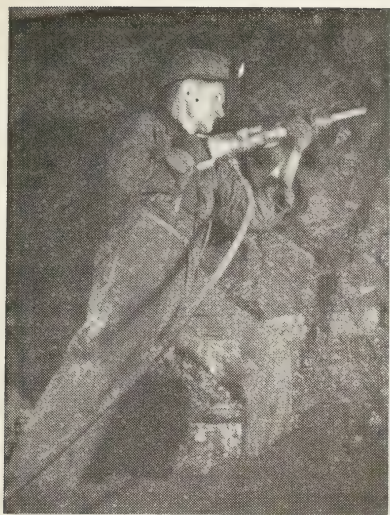
TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1952 ⁽¹⁾

Industry, Occupation and Locality	Workers Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts commencing during to January, 1952—Concluded				
TRANSPORTATION— <i>Concluded</i> <i>Miscellaneous—</i> Tunnel diggers, Kemano, B.C.	1	300	3,900	Commenced January 16; for increased wages; terminated January 31; negotiations; in favour of employer.
Tunnel diggers, Wahleach Lake, B.C.	1	75	225	Commenced January 17; for increased footage bonus; terminated January 21; return of workers pending further negotiations; indefinite.
TRANSPORTATION— <i>Electric Railways and Local Bus Lines—</i> Street Railway employees, Toronto, Ont.	1	4,668	60,000	Commenced January 4; for a new agreement providing for increased wages and other changes following reference to conciliation board; terminated January 23; conciliation and return of workers pending reference to arbitration; indefinite.
<i>Other Local and Highway—</i> Truck drivers and ware- housemen, Ottawa, Ont.	1	35	100	Commenced January 21; for elimination of 3-cents-per hour differential between Ottawa and Toronto wage rates; partial return of workers; untermiated.
Taxi drivers, Edmonton, Alta.	2	58	200	Commenced January 28; for imple- mentation of arbitration board award for increased wages and com- mission, and nine-hour day instead of eight hours in new agreement under negotiations; untermiated.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 30 indirectly affected.



Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press. (April 10)

*By Economics and Research Branch,
Department of Labour*

SIGNIFICANT developments have taken place in the past month both in the field of industrial relations and of employment. Industry-wide negotiations have begun in three important and highly-unionized industries, with wage increases again the dominant issue. In regard to employment, labour demand remained low until the beginning of April and there was a steady increase in job applications registered with the National Employment Service.

Negotiations have commenced between the three large basic steel producers and the United Steelworkers of America (CCL-CIO). Union demands include an increase of 10 cents an hour in base labour rate, parity with rates in the United States for semi-skilled and skilled employees, and the union shop. Negotiations were in progress at the Dominion Steel and Coal Corporation, Sydney, N.S., and at Algoma Steel Corporation Ltd., Sault Ste. Marie, Ont. At the Steel Company of Canada plant at Hamilton, Ont., the union is reported to have applied for government conciliation.

Also underway were negotiations between the two large railways and their operating employees. Press reports stated that the Canadian Pacific Railway and the Brotherhood of Locomotive Engineers have reached agreement for the area west of Fort William providing for an $11\frac{1}{2}$ per cent increase in wage rates. This may set the pattern for other groups of operating employees. In regard to the 100,000 non-operating railway employees, negotiations are scheduled to begin about July 1. The unions are reported to be asking for a substantial wage increase.

The master agreement between west coast logging and lumbering firms and the International Woodworkers of America (CCL-CIO) expires on June 15. Negotiation for revisions was scheduled to begin on April 15, or shortly thereafter. In addition to substantial wage increases, the union requests include a union shop, paid statutory holidays, and a health and welfare plan.

In addition to these three series of negotiations, which can be considered as industry-wide in effect, individual collective agreements were under review in several large plants in the textile industries and strike action had resulted in four cases in the province of Quebec. A large strike, involving nearly 6,000 primary textile workers at Montreal and Valleyfield began April 2, bringing the total number of textile workers out on strike in that province to about 7,300. In this dispute, it was reported that the union involved, the United Textile Workers of America (TLC-AFL), had asked for a 24-cent-an-hour wage increase and that the final offer of the company was 7 cents per hour.

Unemployment in the first quarter of 1952 was not only considerably higher than in the same period in the previous year but continued to rise until later in the season, on the basis of job applications registered with National Employment Service offices. The total number of registrations on file continued to increase through March, reaching a total of 385,000 by March 27. In 1951, the peak of 304,000 was reached on February 8.

Regionally, employment conditions showed marked improvement during March only in the province of British Columbia and a persistent increase in work applications took place in Quebec and the Maritimes. Newfoundland, Ontario and the Prairie regions showed less change in aggregate. Monthly application data were as follows:—

Region	Jan. 31	Feb. 27	Mar. 27
Newfoundland. . .	10,400	11,100	11,900
Maritimes.	33,800	35,700	40,700
Quebec.	106,100	114,600	132,400
Ontario.	112,200	111,800	109,400
Prairies.	48,400	48,300	48,800
Pacific.	56,800	49,400	41,600
Canada.	367,700	370,900	384,800

Labour demand remained low until April, with seasonal work not generally underway by that time and few manufacturing industries hiring on a large scale. Although lay-offs were fewer in number in March, short-time work and unemployment continued to be heavy in the industrial centres of Ontario and Quebec in particular.

Logging was the key industry contributing to the steady increase in job applications through March, offsetting minor gains in other sectors. The decline in logging employment was mainly seasonal but the number of woods workers employed by pulp and paper companies in the East was running about 25 per cent below 1951 levels at the end of March. One factor in this decline was the closure of logging camps in the province of Quebec by government regulation as heavy snowfalls prevented cutting close to ground level. In many areas, however, cutting was finished by March.

The employment situation remained poor throughout early 1952 in primary textiles,

with substantial unemployment in textile centres in the Eastern Townships of Quebec, the Ottawa Valley and Southern Ontario. Seasonal lay-offs took place in the food and tobacco processing industries. In consumer goods industries, little improvement took place with the exception of automobile manufacturing, where hiring was general. Further lay-offs were reported among radio and paper products manufacturers.

All but about 400 of the 1,400 packing-house workers affected by lay-offs following the outbreak of the hoof-and-mouth disease in Saskatchewan had been rehired by the beginning of April. Conditions remained unsettled in Moose Jaw and Regina. The effects on employment in the meat packing industry were mitigated by clauses in collective bargaining agreements providing for a guaranteed work week and one day's notice for each six months' seniority.

In sum, the employment situation at the start of the second quarter of the year indicated that new sources of labour demand were not sufficient to offset weaknesses in other sectors, particularly in some consumer goods industries, and to keep unemployment at the relatively low levels of the previous year. There were, however, important elements of strength whose effects will become increasingly evident.

An increase of about four per cent in the volume of capital expenditures in 1952 on construction and machinery and equipment was forecast by the Department of Trade and Commerce in the report "Private and Public Investment in Canada, Outlook, 1952." New investment is expected to be mainly in the direction of defence and associated industries and the development of strategic natural resources. Private investment in housing, financial and commercial, trade and consumer goods sectors is expected to be down from last year's levels. Since private investment is the basis for high employment levels, the maintenance of these levels accompanied by employment shifts in the directions indicated by investment intentions can be looked for in the remainder of the year. Sales tax reduction on consumer goods announced in the 1952 federal budget should afford a measure of assistance to the consumer goods sector and may be instrumental in reviving production and employment in this field, however.

CURRENT LABOUR STATISTICS

(Latest available statistics as of April 10, 1952)

Principal Items	Date	Amount	Percentage change from	
			Previous Month	Previous Year
Manpower—				
Total civilian labour force (a).....	Nov. 3/51	5,210,000	—	—
Persons with jobs (a).....	Nov. 3/51	5,110,000	—	—
Persons without jobs and seeking work (a)....	Nov. 3/51	100,000	—	—
REGISTERED FOR WORK, N.E.S.—				
Atlantic.....	Mar. 27	52,616	+12.4	+12.9
Quebec.....	Mar. 27	132,430	+15.6	+38.5
Ontario.....	Mar. 27	109,401	— 2.2	+93.1
Prairie.....	Mar. 27	48,820	+ 1.0	— 1.6
Pacific.....	Mar. 27	41,583	—15.9	— 0.5
Total, all regions.....	Mar. 27	384,850	+ 3.7	+32.6
Ordinary claims for				
Unemployment Insurance benefit (c).....	March 1	316,409	— 0.7	+29.8
Amount of benefit payments (d).....	February	\$15,571,057	+11.4	+45.8
Index of employment (1939=100).....	Feb. 1	177.9	— 1.7	+ 3.3
Immigration.....	Dec. /51	19,676	—11.5	+163.0(b)
Industrial Relations—				
Strikes and lockouts—days lost.....	March	65,502	—	+248.4(b)
No. of workers involved.....	March	5,204	—	+ 35.4(b)
No. of strikes.....	March	26	—	— 22.8(b)
Earnings and Income—				
Average weekly wages and salaries.....	Feb. 1	\$52.94	+ 5.0	+ 10.6
Average hourly earnings (mfg.).....	Feb. 1	\$ 1.27	+ 0.1	+ 15.2
Average hours worked per week (mfg.).....	Feb. 1	41.5	— 0.5	— 3.3
Average weekly earnings (mfg.).....	Feb. 1	\$52.79	— 0.4	+ 11.5
Cost-of-living index (av. 1935-39=100).....	Mar. 1	189.1	— 0.9	+ 5.2
Real weekly earnings (mfg. av. 1946=100).....	Feb. 1	114.4	— 0.2	+ 2.2
Total labour income.....	January	\$833,000,000	— 0.5	+ 14.1
Industrial Production—				
Total (Av. 1935-39=100).....	January	203.8	+ 1.7	— 3.0
Manufacturing.....	January	207.2	+ 1.1	— 5.4
Durables.....	January	254.7	+ 5.1	— 5.6
Non-durables.....	January	179.6	— 1.9	— 5.1
Trade—				
Retail.....	January	\$722,600,000	—28.2	+ 2.7
Exports.....	February	\$309,700,000	— 4.3	+ 32.4
Imports.....	February	\$282,100,000	— 8.2	+ 2.9

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Includes supplementary benefit, Mar. 1, 1952=40,084; Feb. 1, 1952=30,726; Mar. 1, 1951=35,758.

(d) Includes supplementary benefit, February 1952, \$1,408,445; January 1952, \$543,507; February 1951, \$1,093,555.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.

Notes of Current Interest

List Welfare Payments By Provinces, Dominion

Social welfare payments totalling \$670,503,000 were made by the federal Government during 1951 according to figures released by the Dominion Bureau of Statistics. This represents an increase of \$170,727,000 over the \$313,376,000 paid out in 1945.

Provincial governments, in 1951, made payments amounting \$255,456,000, an increase of \$170,727,000 over the \$84,729,000 spent in 1945.

In 1944, the federal welfare payments amounted to \$127,918,000; provincial payments to \$75,462,000.

The Bureau points out that federal and provincial fiscal years are not the same in all cases and that its figures relate to the fiscal years ending nearest December 31.

Federal expenditures were made on behalf of such social services as health and hospital care, labour and unemployment insurance and relief, old age and blind pensions, family allowances, veterans' pensions and welfare benefits and other items. Provincial Government payments included the costs of health and hospital care, labour and unemployment relief, old age and blind pensions and other items.

Of the \$670,503,000 spent by the federal Government during 1951, \$133,403,000—20 per cent—was expended for veterans' pensions and benefits; the remaining \$537,100,000 for the other social services listed in the preceding paragraph.

Of the \$313,376,000 spent in 1945, \$49,057,000—15 per cent—was expended for veterans' pensions and benefits; \$264,319,000 for the other social services.

Of the \$127,918,000 spent in 1944, \$47,865,000—37 per cent—went for veterans' benefits, \$80,053,000 for the other social services.

With respect to federal and provincial participation in meeting the costs of old age and blind pensions and health grants, the federal Government's share was \$32,211,000 in 1944, \$33,732,000 in 1945 and \$135,067,000 in 1951.

Ontario Rejects Principle Of Compulsory Arbitration

The principle of compulsory arbitration of labour disputes was rejected by Premier Leslie Frost in a statement of policy presented in the Ontario Legislature. Mr. Frost reaffirmed his Government's aim of relying on labour-management bargaining and government conciliation to settle differences.

Although there might be cases requiring a form of compulsory arbitration, the Premier said, "such a situation has never arisen." He hoped that "good sense and moderation would never necessitate such action by the Legislature. The principle of compulsory arbitration would never be successful in general application."

The Premier said the one conclusion reached from experience, including the recent Toronto strike, was that "there is no substitute for agreements freely arrived at around the bargaining table."

Government intervention in labour disputes should be kept at a minimum and conciliation services "should be designed to bring the parties together but not to dictate," Mr. Frost stated.

Medical Officers Turn Back 1,700 Immigrants

During the fiscal year ended March 31, 1951, medical officers of the Department of National Health and Welfare examined a total of 214,103 immigrants, it is reported in the Department's annual report. Of this number, 136,755 examinations were made abroad, 77,348 on the immigrants' arrival in Canada.

Those refused entry for medical reasons numbered 1,708.

Of the numbers examined, 42,445 were from the British Isles, 92,076 from Europe and 2,234 from the Orient.

N.Y. State Increases Sickness Benefits

New York State has increased sickness disability benefits. Under a measure recently approved, maximum benefits rise from \$26 to \$30, putting sickness benefits on the same level as those for unemployment insurance.

No change will be made in employees' contribution, fixed by law at a top of 30 cents a week.

The New York program, covering illnesses not job-connected, now protects more than 4,500,000 wage-earners and their families. It went into effect July 1, 1950.

Another CIO Local Wins Guaranteed Annual Wage

Another local of the United Packing-house Workers (CIO) has won the guaranteed annual wage. Meyer Stern, New York Regional Director of the union, has announced that workers at the National Sugar Refining Company plant at Long Island City, N.Y., have been guaranteed at least 1,936 hours of paid employment during 1952.

An earlier contract between the same union and the Revere Sugar Company at Boston assured workers there of 1,900 hours' work a year (L.G., March, p. 259).

Under the New York contract, the company is obliged to provide workers with an average of slightly more than 37 hours of straight-time work for every week in the year. Overtime work will not count against the guarantee, Mr. Stern emphasized.

CIO Asks U.S. Senate To Extend Price Control

The CIO has asked the United States Senate Banking Committee to extend the Defence Production Act, with strengthened controls over prices, rents and credit, for two years from next June 30, when the Act will expire.

According to a report in the *New York Times*, the Committee appears to have in mind an extension of one year only, coupled with mandatory suspension of price controls in industries where the product is in plentiful supply and selling below ceiling prices.

Monograph and Pamphlet On Radio are Published

Publication of a monograph and pamphlet in the "Canadian Occupations" series covering a wide range of technical occupations in the radio and electronic fields has been announced by the Hon. Milton F. Gregg, Minister of Labour.

This series of publications, of which *Radio and Electronics* is the latest, has been prepared to fill an increasing demand for specific information from Canadian youth facing the difficulties of choosing the right occupations, and from parents, teachers, employment service officers, personnel officers, and all others interested in guiding youth into the right avenues of employment, explained Mr. Gregg.

The monograph, a convenient-sized booklet of 54 pages, includes over 30 specific

occupations, arranged in their relation to the service or industry in which they are found. It is arranged in nine short chapters, as follows: history and importance; broad field of work; radio operators (certificated); technical occupations in sound and television broadcasting; technical occupations in the manufacture of radio, television and other electronic equipment; occupations in servicing of electronic equipment; earnings; organizations; references, including an extensive bibliography.

The pamphlet, a 10-page folder, intended for use by interested young people, gives in briefer form the basic information contained in the monograph.

The series is issued in both English and French.

Union of Unemployed Has No Connection with CCL

The Ontario Federation of Labour (CCL) has advised all its affiliates that there is no connection between the OFL and the Union of Unemployed Workers in Toronto.

In a letter signed by W. F. Cleve Kidd, Secretary-Treasurer, the Ontario organizations says: "Our information is that the Toronto Union of Unemployed was organized and is directed by Ex-Alderman Norman Freed and his associates in the Labour-Progressive Party."

Only 5 Complaints Under Fair Employment Act

Since its adoption a year ago, the Ontario Fair Employment Practices Act has resulted in only five complaints to the province's Department of Labour, according to Hon. Charles Daley, Minister of Labour. Only one complaint was received under the Female Fair Remuneration Act.

Conciliation officers were appointed to investigate the five complaints under the fair employment act, Mr. Daley said. Four cases were settled amicably.

N.Y. State Bill Would Bar Unions' Political Actions

Three bills to curb the political activities and campaign contributions of labour unions have been introduced in the New York State Legislature. The bills have bipartisan sponsorship.

The three bills bar all political contributions from regular union funds and heavily restrict unions' powers to raise special political funds by member assessment.

APPRENTICESHIP NOTES

Apprenticeship Centre To Be Built in Montreal

A new apprenticeship centre for the building trades will soon be constructed in Montreal at a cost of approximately \$1,000,000 announced the Hon. Antonio Barrette, Labour Minister in the Quebec Government.

The provincial government will grant \$400,000 towards the building of the centre while the Montreal Building Trades Joint Committee will supply the other \$600,000.

The centre, "the biggest of its kind in the world" according to the Minister, will have a floor space of 150,000 square feet. Its five buildings will house a framework shop, a gymnasium, an auditorium, classrooms and shops.

Plan to Enlarge Calgary's Vocational School

A new shop building at Calgary to house the high enrolment in apprentice classes is planned by the Provincial Institute of Technology and Art.

The new building, which is expected to be ready by September, will house shops for the motor mechanics and construction classes.

At the commencement of the year there were 2,183 students enrolled in apprentice classes: 856 were day students, 902 evening students, and 425 were taking correspondence courses.

Association Sees Need For Apprenticeship Plan

Need for a large-scale apprentice training program in the building trades was stressed at the 34th annual meeting of the Canadian Construction Association, held early this year. The meeting adopted a resolution calling for the setting-up of a committee to give effect to a national apprenticeship plan.

The plan provides for the appointment by the Association of representatives to interview employers throughout Canada to encourage more direct support of apprentice training programs; provision by provincial governments of pre-employment class training for apprentices; and CCA assistance to the Quebec-Ontario Joint Committee on Apprenticeship.

The Association advocates the fullest possible co-operation among management, labour and government to improve efficiency and reduce costs through increased

productivity, apprenticeship, immigration and vocational guidance, together with participation in a national joint conference board.

Separate resolutions urge use of the secret ballot by trade unions when voting on strike action; adequate measures by law enforcement bodies to ensure compliance by labour groups with Canadian laws during strike action; elimination of double workmen's compensation assessments on men working outside their home province; and establishment of a CCA committee to study payment by results plans for construction workers.

The Association also expressed itself as favouring an orderly plan of selective immigration on an equal or larger scale than that of last year, with due emphasis on bringing in men trained in the construction and allied industries.

Refresher Courses Held By Plumbers Association

Under the auspices of the National Association of Master Plumbers and Heating Contractors of Canada, schools for the study of all forms of hot water and steam heating are being held across Canada.

The courses, in the nature of "brush-up" information for veteran heating contractors, architects, and others interested in heating, include discussions of such items as conduction heat losses through buildings, heat loss calculations, determination of radiation requirements, types and merits of different systems, etc.

The national association sponsoring these "wet heat" schools, a press report states, comprises over 1,500 firms in its membership; drawn from all ten provinces.

Apprentices Increase in Critical Trades in U.S.

The number of apprentices registered in four critical trades in the United States increased 12 per cent during a five-month period last year, according to the Bureau of Apprenticeship, United States Department of Labour. This gain will tend to alleviate a serious bottleneck in the country's defence production program, reports W. F. Patterson, Bureau Director.

In the four trades—machinist, tool and die making, moulder and coremaking, and patternmaking—registered apprentices in training increased from 11,357 to 12,696 during the period June 1 to November 1.

Quebec Firemen Want Labour Courts Set Up

One of the requests made to the Quebec Government by the province's firemen, through the Canadian Brotherhood of Civic Employees, was for the setting up of labour courts consisting of three permanent members with the same duties, powers, prerogatives and privileges as a judge.

The brief, presented by the President, D. V. Vanasse, also recommends the establishment of a group pension fund, a reduced work week, the opening of suitable schools and the passing of a "Fire Departments" Act, as well as the imposition of severe penalties on any city or municipality which does not conform immediately with the decisions of a court of arbitration.

The brief points out that the setting up of labour courts would eliminate the present congestion in the civil courts, would avoid delays and mistakes made by inexperienced arbitrators and would eliminate the need for appeals to the Quebec Municipal Commission.

Ask U.K. Unions to Amend Apprenticeship System

Trade unions in Britain have been asked to review their training schemes for young workers and their traditional apprenticeship system in order to speed up the training of skilled workers in priority industries.

One proposal of the Ministry of Labour is a lowering of the minimum age of entry into apprenticeship, and removal or substantial modification of the present upper age limits. The latter modification would have the effect of facilitating the upgrading of adult workers to higher levels of skill and craftsmanship. Many older workers in the skilled trades, it is held, have acquired knowledge and experience entitling them to be accepted, in effect, as apprentices to the craft. Upgrading of semi-skilled craftsmen during the Second World War was effective in helping to overcome the shortage of skilled labour in war industries.

Shorter Training?

Selected industries, it is also proposed, should consider shortening the period of training. There is no question, the Ministry points out, of lowering the standards of competence and craftsmanship which both sides of industry have hitherto maintained. It is wholly a matter of developing the system for training in industry in an efficient and time-saving manner.

Another aspect of the proposals which the Ministry of Labour has placed before industry is examination of schemes for the selection and training of supervisors.

Representatives of both management and labour on the Minister's Joint Advisory Council have agreed to examine present arrangements, with a view to extending the scope of the training schemes.

Changes Necessary

Modification of Britain's apprenticeship system involves changes in rules and customs having their origin in the guilds of the middle ages. While apprenticeship rules vary in the different industries, the period of training is rarely less than three years. Usually it is five, and may even extend to seven years. Entry into apprenticeship is generally restricted, and union rules provide that the skilled craftsman shall not be made responsible for the training of more than two or three apprentices.

2,000 European Unionists Work and Study in U.S.

Close to 2,000 European trade unionists are now in the United States learning how to increase productivity and about effective union organization.

Under a plan evolved by the Mutual Security Agency in co-operation with union, management and university groups, the European workers are employed in union industries at prevailing wages for a 12-month period. Along with their full-time work, the Europeans will attend classes several nights a week.

While in the United States, the visiting unionists pay their own expenses. They are placed in jobs where there is no labour surplus and where management and labour have agreed to accept the workers students.

Work Injuries in U.S. Up 9 Per Cent in 1951

Preliminary estimates by the U.S. Department of Labour's Bureau of Labour Statistics indicate a rise of 9 per cent in the number of work injuries in the United States from 1950 to 1951.

The estimates place total injuries at 2,100,000, with 16,000 deaths and 91,000 permanent disabilities. Manufacturing registered the greatest rise, with a 20 per cent increase over the previous year. Trade and construction injuries went up by 14 and 12 per cent respectively. Public utilities showed a 12 per cent decline.

New U.K. Order Aims to Improve Labour Supply

Under the new Notification of Vacancies Order 1952, Britain seeks to improve the supply of labour to her defence, export and basic industries by guiding persons wishing to change their employment, or looking for work, into jobs of national importance.

The order restricts employers in the hiring of workers. With certain exceptions, they are now permitted to take on new workers only through a government employment exchange or organization scheduled by the government as an employment agency (such as a trade union having long-standing placing services). Private fee-charging agencies will have no such facilities.

Exceptions are agriculture, coal mining, registered dock work, seafaring, police and fire services, managerial and executive positions, and part-time or casual work.

In certain cases, permits may be granted to workers so that employers may engage them without having to go through an employment exchange or scheduled employment agency, as, for instance, when the exchange is unable to find quickly a job suited to the worker's skill.

The new order does not bring back the wartime power to direct workers to new jobs, but it is expected that it will go a long way towards preventing employers who are making an extravagant use of labour from taking on additional workers, and ensuring that workers do not drift into employment not nationally essential.

U.K. Sets Up Committee On Employment of Aged

To assist the British Government in promoting the employment of older persons and thus extend the span of working life, the Minister of Labour and National Service has set up a National Advisory Committee on the Employment of Older Men and Women. The decision to establish the Committee was announced in the February issue of the *Ministry of Labour Gazette*.

Committee chairman will be Sir Peter F. Bennett, Parliamentary Secretary to the Minister of Labour and National Service. Represented on the Committee will be the British Employers' Confederation, the Trades Union Congress, the nationalized industries and the following government departments: the Treasury, Ministry of National Insurance, Ministry of Health, and Ministry of Labour and National Service. The interests of medicine, research

and social science and of welfare organizations will also be represented.

In addition to advising the Minister on how to promote the employment of older persons, the Committee will also focus the attention of the various interests on the various aspects of the problem and thus help to secure a co-ordinated approach towards its solution, the announcement stated.

"The employment of older men and women is important for several reasons," points out an editorial in the *Gazette*. "The proportion of old people in the population of Great Britain is increasing year by year."

At the beginning of the century, the editorial states, there were roughly ten persons over the present pensionable ages—65 years for men, 60 for women—for every hundred persons of working age. Now there are 20; in less than a generation there will be 30.

See 68 Million at Work In U.S. by End of 1953

By the end of 1953, there will be 68,400,000 persons working in the United States in civilian jobs or in military service, according to estimates of manpower requirements based on current defence plans and expected production for civilian use. Nearly one-fifth of the total will be on defence work, either as members of the armed forces or as civilian workers.

This means an increase over the number employed or in the armed forces at the end of 1951 of 3,600,000, most of whom (2,700,000) will be directly or indirectly engaged in defence production while 600,000 augment the non-defence work force and 300,000 join those in the military services.

Women's Job Prospects Increasing Everywhere

Job prospects for women appear to be increasing in most parts of the world, according to a recent survey by the International Labour Organization, the results of which were announced last month by the United Nations.

The ILO study underscored the need for expanding vocational guidance services for women workers.

In most economically developed countries, the ILO reported, employment opportunities for women are increasing both in number and diversity; there is a growing tendency in some states for women to enter fields normally reserved for men.

Suggests Junior Colleges Supplement Universities

Establishment of junior colleges and technical institutes throughout Ontario, as an aid and auxiliary to universities, is urged by the President of the University of Toronto, Dr. Sidney Smith, in his annual report.

An expanding economy such as Canada's, he notes, makes heavy demands for trained personnel in occupations that do not require university courses. Junior colleges would provide, in centres where no universities are established, either vocational courses or university studies up to and beyond Grade 13.

If the suggestion is implemented, Dr. Smith states, it will make available in all parts of the province, training for occupations that lie outside the sphere of universities.

"Moreover," he added, "by the widespread offering of academic work in preparation for admission to university with advanced standing, much may be done to redress the balance of urban and rural students in Ontario universities, which at present is heavily weighted on the urban side."

A similar recommendation was brought in by the Ontario Royal Commission on Education.

British Plan Aids Youths To Find Right First Job

A testimony to the effectiveness of Britain's Youth Employment Service is contained in the London County Council's annual report for 1951, which shows that during that year fewer boys and girls registered a second time with the Council's Youth Employment Service for assistance in finding work.

The declared aim of the recently-reorganized service is to help, through advice and guidance, boys and girls leaving school to get the right training, find the right job, and make a good adjustment "in their passage from school to the world of adult independence". In 1951, there were more than 800 local youth employment offices operating throughout Britain.

One of the factors contributing to the maintenance of stability of employment among young workers is the provision of facilities by means of which the Youth Employment Service keeps in touch with the boys and girls after they have taken up employment. The young workers are encouraged to call on the Youth Employ-

ment officers at regular intervals to report on their progress, and at any time for advice on any difficulty.

Employers are asked to co-operate by reporting on the progress of new entrants at the end of their probationary period.

The London County Council recently made an investigation into the reasons for young persons changing their work. The attraction of high wages proved to be an important factor; youthful restlessness accounted for a number of changes; and difficult home background was found to have had an important influence.

A similar investigation carried out earlier in Glasgow showed a clear relationship between family background and unemployment, and that unemployment was greater among boys with lower educational standards.

It was also apparent that young people who had most unemployment between the ages of 14 and 18 were those who had most in later years. Thus, much of the damage was done during the impressionable years between the ages of 14 and 18.

It has been the experience of the Youth Employment Service that it is all-important to maintain contact with young workers after they enter their first job. Results of the Glasgow survey are confirmation of this.

U.S. University Studies Two Important Problems

The University of Minnesota's Industrial Relations Centre is currently engaged in two research projects into problems whose importance is increasing steadily.

One project is on the "Post-Retirement Utilization of Manpower"; the other, on manpower mobility.

In the first project, explains Dale Yoder, Director, the Centre is "trying to find out what current retirement policies are and how people feel about them.

"We are fast becoming a nation of older people," Mr. Yoder continued, "and we need to see that workers past 'normal' retirement age who want to work *can* work. After finishing this study we may be able to make some suggestions about designing jobs for older people: wage scales, reduced hours, job transfers and so forth."

The Manpower Mobility Project, which is partly financed by the United States Air Force and conducted in co-operation with five other universities, seeks to find out why people change jobs, what they consider in making a change and what trades or income brackets are most mobile.

U.S. Old-Age Benefits Now Available to Domestic

Domestic employees, a segment of the labour force especially lacking in personal and family insurance protection, are offered a measure of economic security in the United States by the extension of old-age and survivors insurance under the Federal Social Security Act.

As reported in the February issue of the *Labour Information Bulletin*, a publication of the United States Department of Labour, old-age benefits are now available to domestic workers who are regularly employed. To be "regularly employed," a maid, cook, laundress or other household worker must work for one employer at least part of 24 different days during a three-month period. This period must be one of the four calendar quarters of the year, beginning either in January, April, July or October.

In addition, the worker's wages must be \$50 or more per quarter in order for her to be considered "regularly employed".

Third of U.S. Workers Are Aged 45 and Over

Workers 45 years of age and over now constitute more than one-third of the United States labour force and this proportion is likely to increase significantly in the future, the U.S. Bureau of Labour Statistics reports.

In its publication, *Selected Facts on the Employment and Economic Status of Older Men and Women*, the Bureau surveys age trends in the country's labour force over the last six decades.

The rise in the proportion of persons over 45 in the labour force, it is shown, has been somewhat slower than in the population as a whole. This is attributed to the declining trend in labour force participation among older men—55 years and over, and particularly among men past 65. Among women over 45, the trend has been in the opposite direction. Since 1890, the proportion of all women of these ages in the labour force has doubled from 11 to 22 per cent, reflecting the social and economic forces which have led to increased employment of women outside the home.

There has been little significant change in the extent to which persons 65 and over are represented in the labour force, although the proportion of this age group in the population doubled between 1900 and 1950.

The expansion in employment opportunities during the Second World War brought a significant increase in labour force activity among persons over 45, as well as for other population groups. In April 1945, there were approximately 2½ million more workers in the labour force 45 years and over than would have been expected had pre-war trends continued. About 1½ million of these were women and about one million were men.

However, even under the pressure of a wartime labour market, the report comments, there was evidence of reluctance by employers to hire older workers until supplies of younger men were exhausted. Moreover, in the first years of the war, employment discrimination against older women was especially persistent.

The pamphlet, in addition to surveying age trends in the labour force, discusses life expectancy and the length of the working life; income and sources of income; retirement and pension programs based on employment; extent to which workers eligible for pensions continue in employment; and employment experience of older workers.

British Plan to Import Italian Miners Collapses

The plan to increase the output in British mines by importing unemployed Italian miners has fallen through because of the refusal by British mineworkers to accept Italians in the pits.

The British miners' decision was taken despite a direct appeal by Sir William Lawther, President of the National Union of Mineworkers, asking them to abandon their opposition to the importation of Italian labour.

The plan to recruit men from Italy's pool of 2,000,000 unemployed had been approved by the British Government, the National Coal Board and the mineworkers' union. About 2,000 Italians had reached England before the resistance of the rank-and-file miners suddenly developed in coal fields throughout the country. Those already in the country will be allowed to stay.

Union leaders said the resistance was based on fears that an influx of foreign help might jeopardize the jobs of British miners and lower working standards. This viewpoint is unfounded, stated Sir William in his letter of appeal to every branch of the National Union of Mineworkers.

"We have had very fine reports showing that the Italians are not only good workmen but solid union men as well," Sir William wrote.

UAW-Negotiated Health Plans Cover 3 Million

More than three million persons—about one million workers and their dependents—were covered in 1951 by health security programs negotiated by the United Auto Workers (CIO), according to the union's social security department.

Benefits exceeded \$125 million, an average of about \$100 per member. This total consisted of \$50 million for hospitalization, \$23 million for surgical and medical care, \$27 million for cash disability benefits and \$26 million for life insurance paid to survivors.

Israel Introduces New Social Insurance Bill

A National Insurance Bill covering old age, life and maternity insurance and workmen's compensation has been presented to the Knesset (Israel's Parliament) by the Minister of Labour, Mrs. Golda Myerson. The Bill had originally been tabled in the previous Knesset, but since it had not passed the various readings before the Knesset was dissolved, it automatically lapsed.

As reported in *Israel Labour News*, the bill now presented has been to some extent re-drafted, and workmen's compensation added. The insurance program is a contributory scheme to be implemented by a National Insurance Corporation, on which the Government, workers' organizations, employers and representatives of the general public will be represented. Self-employed persons will be able to insure with the Corporation if they wish to do so.

Comprehensive System

"We are beginning to establish a comprehensive system of social insurance less than four years after gaining our independence", Mrs. Myerson declared. "In view of the economic problems involved, however, it is essential we proceed by stages." The present bill introduces old-age pensions and pensions to widows and orphans, improves maternity insurance and completely revises the provisions for accident compensation. We hope to begin its implementation in 1953. The next stage of the social insurance program will include health, invalidity and unemployment insurance.

The old-age insurance provisions will cover all working people over 18 years of

age. Men will reach pensionable age at 65 and women at 60, but the pensionable age will be reduced in hard manual occupations. A new feature of the bill, as compared with the first draft, is that the level of pension will be linked to the cost-of-living index, starting with a basic allowance. People insured for more than 10 years will receive an additional two per cent of the basic pension for each year they were insured, up to a maximum of 50 per cent of the pension.

Widows and Orphans

Widows and orphans will become entitled to pensions after two years of insurance. Widows under 40 years of age, with no children, will receive a one-time grant. Others will receive a monthly pension with an additional sum for children. Pensions will be paid to children up to the age of 14, or 18 if they continue studying.

Paid maternity leave is extended under the bill from the present eight weeks to twelve weeks. Women will receive full pay during this period. In addition, a one-time grant will be made on the birth of each child.

Workmen's Compensation

A special Workmen's Compensation Fund is to be established, to which all employers will contribute. The Fund will be responsible for full medical care and rehabilitation of the injured worker, including vocational training if necessary. Injured workers will draw 75 per cent of their regular wage, for 26 weeks, and if still disabled will receive invalidity pay until able to resume work. In cases of constructive rehabilitation, the weekly invalidity pay may be replaced by one-time grant. The bill considerably extends the classes of workers and types of accidents covered in accident compensation, and includes in its provisions road accidents to or from work.

The plan will be financed mainly by contributions of the employers and workers. For accident compensation, employers will contribute between one-half per cent and three per cent of their wage bill. Old age pensions will be covered mainly by payments of one per cent of wages by the worker and one and one-half per cent by the employer. To finance maternity benefits both worker and employer will contribute 0.3 per cent of wages, while 0.5 per cent will be added by the Treasury.

It is estimated that some 500,000 people will be covered by social insurance in the first year of implementation.

Industrial Pension Plans Surveyed in N.Y. State

The number of negotiated pension plans in New York industry doubled between April, 1950, and July, 1951, while the number of workers covered rose 60 per cent, according to a report, "Collectively Bargained Pension Plans in New York State, July 1951," just issued by the State's Division of Research and Statistics. The busiest years for negotiating pension plans were 1949, 1950, and 1951. Only 48 of the 208 plans in existence in the State last July had been set up, or substantially revised by collective bargaining, before 1949.

About half of the negotiated pension plans in the State are multi-employer or industry-wide plans; but these cover about 570,000 workers, more than two-thirds of those in the group. In the case of 60 of the plans, covering 188,000 employees, the parties had not yet decided on rates of benefit and qualifications for retirement, though contributions were already being accumulated in the fund last July.

In the average case under these pension plans, the employee who retires at the age of 65 with 20 years of service receives an \$89 monthly pension, including primary social security benefit, if his earnings prior to retirement have averaged \$2,000. Employees with earnings of \$3,000 are entitled to monthly benefits of \$101, on the average, while those whose annual earnings were \$5,000 can expect \$115. Employees with 30 years of service credited to their accounts under these collectively-bargained programs are entitled at retirement to benefits of \$109, \$116, and \$139 (on the average) when their previous earnings were \$2,000, \$3,000, and \$5,000, respectively.

The pensions are paid for entirely by the employer in four of every five of the 148 fully-developed plans described in the report. Approximately three-quarters provide for accumulating a pension fund; the accumulation is most frequently in a self-administered or bank-administered trust fund but some plans provide annuities or deposit administration insurance.

The normal retirement age is 65 in 122 of the 148 plans. In 50 of them any eligible employee is free to retire on a reduced pension before he reaches the normal retirement age. An additional 106 plans provide special disability pensions for those employees who become permanently and fully disabled before retirement age.

About 40 per cent of the pension plans have compulsory retirement provisions; in most cases retirement is required at age 65, 68, or 70. In almost all these agreements, however, the employer retains the power to make exceptions and to continue the employment of any employee on a year-to-year basis if approved by the company's board of directors.

Only 24 of the 148 plans that were developed or amended by collective bargaining permit an employee to claim part or all of the employer contributions if his employment ends before he becomes eligible for a pension. Most of the plans that give these "vesting rights" require the employee to share the cost of the pension with the employer.

India's Workers Now Get Sickness, Injury Benefits

Legislation recently enacted in India provides sickness, maternity and injury benefits for workers in industry and adds to the growing list of social security measures available to the worker in that country.

The Indian Employees' State Insurance Scheme, introduced February 24, 1952, is designed to cover, within five years, 2,500,000 workers in factories operating on a year-round schedule. The plan was first introduced in the states of Delhi and Kampur and eventually will be extended to cover all categories of employees, including agricultural workers, according to the Government of India Information Services.

Under the terms of the Act, a worker is entitled to free medical care in State Insurance dispensaries or hospitals and receives cash benefits while disabled. The dispensaries are to be opened as near to the homes of the workers as possible. The cash payments will amount to approximately seven-twelfths of the workers' wage.

Sickness and maternity benefits are made contingent upon the contributions the worker and his employer have made to the plan but no restrictions are placed upon the medical care received nor upon the disablement and dependants' benefits made when an employee has been injured on the job. Upon a worker's death, his family and dependants receive pensions for the period of their need.

Social security measures were first introduced in India in 1923 when a Workmen's Compensation Act was established. This was followed by several Maternity Benefit Acts. In April, 1948, the present State

Insurance Act was passed, providing for the payment of benefits in the case of sickness, maternity and employment injuries. The Act was amended in 1951, making it applicable to the workers in all factories which used power and which were operated on a year-round basis. It was also stipulated that the Act apply only to those factories employing 20 or more workers. Employees whose remuneration exceeds 400 rupees a month are excluded from the provisions of the Act.

The administration of the Act is handled by an Employees' State Insurance Corporation established for this purpose. Both employers and employees are required to make contributions to the Corporation, although certain classes of low-paid workers are not obliged to make payments. In the two states where the scheme has first been introduced, Delhi and Kampur, employers are obliged to contribute one and a quarter per cent of their total wage bill.

The health services provided for by the plan will be administered by the state governments who will also finance one-third of the cost of medical care. The Corporation will pay for the remaining two-thirds.

For the first five years, the central government will meet two-thirds of the costs of administering the scheme.

It is planned to extend the program by progressive stages to the other regions of India. After Delhi and Kampur, Punjab will be brought within the provisions of the Act and it is expected that the scheme will be in operation in 11 industrial centres of that state by the middle of 1952. By July, 1954, all regions where the number of industrial workers is 5,000 or more will be included under the provisions of the Act and areas where the number of workers is below this figure will be covered by January of 1955.

In addition to the present scheme, many Indian workers are provided for by old age benefits. A Coal Mines' Provident Fund was established a few years ago to provide retirement benefits for workers in that industry. In November, 1951, provident funds were established in selected industries throughout the country. Under the terms of this legislation, workers and employers in the selected industries contribute six and one-quarter per cent of the wage paid to the employee. A similar scheme is also in operation for railway workers.

Extracts from Hansard of Interest to Labour

Health Insurance

February 29

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, may I direct a question to the Minister of National Health and Welfare? Will the special parliamentary committee on health insurance, which the minister on June 21 last said he hoped to set up at this session, be established at an early date?

Hon. Paul Martin (Minister of National Health and Welfare): . . . The Government has given careful consideration to this matter and has come to the conclusion not to set up such a committee at this time.

I may say in passing that the health survey reports which have been undertaken by the ten provinces at federal expense have not all been filed with the Government. Four provinces have yet to file their reports. There has not been a complete assessment at all the senior levels of Government of any of those reports. I might inform my hon. friend also that the sickness survey to which I made some reference on the same occasion likewise is not yet completed.

Voluntary Revocable Check-off

March 3

Mr. Stanley Knowles (Winnipeg North Centre) moved for leave to introduce Bill No. 3, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

Some hon. Members: Explain.

Mr. Knowles: The purpose of this bill is to add a new subsection 3 to Section 6 of the national labour code. The effect will be to write into the national labour code a provision which is already in several of the provincial labour codes, namely, the voluntary revocable check-off of trade union dues.

Motion agreed to and bill read the first time.

Fair Employment Practices

March 3

Mrs. Ellen L. Fairclough (Hamilton West) moved for leave to introduce Bill No. 6, to promote fair employment practices in Canada.

Motion agreed to and bill read the first time.

Unemployment in Toronto and Hamilton

March 4

Mr. J. W. Noseworthy (York South): May I direct a question to the Minister of Labour...? Has Toronto's serious unemployment problem received consideration by the Government and, if so, what relief does the Government propose?

Hon. Milton F. Gregg (Minister of Labour): ... The situation in Toronto, as reported to me this morning, is showing definite evidence of improvement, which is indicated by a fall of 700 in the total number of applicants for jobs between February 21 and 28 last. The less buoyant situation in regard to the employment in Toronto and, indeed, in Ontario, has been receiving constant attention during the winter. While the seasonal dip has been much greater in this area during the past winter than in the immediately preceding winter, all the reports I have received indicate that the unemployment is to a very large degree seasonal, and I am confident that by early summer the demand will be for more workers.

Unemployment insurance regular benefits, plus supplementary allowances provided for two years ago by parliamentary action in amending the Unemployment Insurance Act, are alleviating the situation very greatly. During December, 1951, and January, 1952, the total insurance payments in the city of Toronto were \$1,671,631.20. It is true that unemployment insurance benefits leave a problem for the city in caring for those who could not accept work if work were available, and a comparatively small number who are not entitled to unemployment insurance benefits for several reasons, including (1) having been paid all benefits to which they are entitled; (2) benefits not yet being due; (3) cases where the amount paid under the Unemployment Insurance Act is insufficient to meet the needs of the family.

I am happy to say that in Toronto the number in this fringe class has shown a considerable reduction in February as compared with January, the figures given me this morning by representatives of the city of Toronto being 295 families in February as compared with 517 families in January.

This morning my colleague the Minister of Citizenship and Immigration (Mr. Harris), and I had a very helpful discussion with representatives from Toronto and Hamilton on this problem. Those attending on behalf of Toronto were Controller David Balfour, Controller Ford Brand;

from Hamilton Mayor Lloyd Jackson, Controller Samuel Lawrence and Controller H. Arnott Hicks.

Throughout the discussion both delegations expressed the belief that the Unemployment Insurance Commission could, under its existing powers, do more to cope with the present situation than it is now doing. I therefore asked that a member of the commission go to these two cities to hold such hearings or investigations as are necessary to ensure that maximum benefits are being derived under the Unemployment Insurance Act and regulations, and to report thereon. This the commission has agreed to do at a very early date.

Government Annuities Bill

March 4

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, may I direct a question to the Minister of Labour? Can the Minister say whether the bill to amend the Annuities Act, which was introduced at the last session but not proceeded with, will be reintroduced at this session?

Hon. Milton F. Gregg (Minister of Labour): As my hon. friend knows, when we left here just before New Year's Eve we had not reached the point on the order paper where we could deal with the Annuities Act; consequently that was the end of that particular bill. Since that time, further information has been received and it is being carefully studied. If as a result of that study the Government decides to bring in a new bill, the house will be notified in due course.

Housing

March 10

Mr. W. Ross Thatcher (Moose Jaw): What steps, if any, have the Government taken to provide direct loans to home builders, under Section 31A of the Act, in municipalities with a population of under 5,000? I ask this question in view of the increasing reluctance of insurance companies to lend money... Can people in cities over 5,000 who cannot get housing loans from insurance companies get them now from the Government directly under Section 31A of the Act?

Hon. Robert H. Winters (Minister of Resources and Development): ... Mortgage lending has been primarily a field for private investment and one in which the lending institutions have played a leading role. During the past year, however, changes in the money market made

mortgages through the National Housing Act less attractive to lending institutions than they were formerly. Accordingly, last June, Parliament amended the National Housing Act to encourage lending institutions to continue to lend under its provisions by increasing the rate of interest. In October, increases in the amount of the loan and corresponding reductions in down payments were announced, and Central Mortgage and Housing Corporation at the same time was authorized to extend greater guarantees to the lending institutions.

These steps have helped to keep mortgage money flowing, and, despite the many problems which must be recognized, I hope that the lending institutions will continue to play their traditional role in this field. In the meantime, Central Mortgage and Housing Corporation, under Section 31A—that is, the section which authorizes Central Mortgage and Housing Corporation to make direct loans in those fields and areas where the lending institutions do not normally operate—has expanded its operations in a variety of ways, the most important of which are loans for the construction of houses for defence workers, in accordance with the policy announced last October, and loans for rental insurance projects.

Unemployment Insurance

March 11

Mr. A. F. Macdonald (Edmonton East): I should like to direct a question to the Minister of Labour. Is there a possibility

of amendments to improve the Unemployment Insurance Act, which is mentioned in the speech from the throne? If so, will this legislation be expedited and made retroactive in effect so that any additional benefits from the new amendments would cover the lay-off of workers in the packing house industry brought about by the outbreak of foot-and-mouth disease?

Hon. Milton F. Gregg (Minister of Labour): The amendments to the Unemployment Insurance Act need further study by the commission and the advisory committee to the commission before being presented to the house. I do not think they can be brought to bear upon the situation mentioned, in the immediate future. In the meantime, however, both Unemployment Insurance Commission services, namely, the insurance benefits and the National Employment Service, are doing their utmost to help in the situation brought about by the outbreak of this disease.

Perhaps the House might be interested to learn how the matter of unemployed among packing plant workers stands at the present time. Since this situation arose, the Unemployment Insurance Commission has provided me with regular reports on the number of packing plant workers who have actually been thrown out of work as a direct result of the outbreak. I stress the word "actually" because there have been a good many rumours and suggestions as to what may and perhaps will happen in the future; but taking it from east to west, the actual situation is as follows:—

	Total packing plant workers as at January 1, 1952	Total packing plant workers including stockyard workers laid off as at March 10, 1952
Maritime Provinces.....	585	0
Quebec	4,173	66
Ontario	7,853	166
Manitoba	2,790	147
Saskatchewan	1,274	152
Alberta	3,218	227
British Columbia.....	1,396	63
Total	21,289	821

I should indicate, perhaps, that the prospects of more men being laid off in future to be greater in Manitoba than in the other provinces.

Mr. Knowles: Mr. Speaker, may I ask a supplementary question? Has the Government given consideration to the request

of the packing house workers for federal compensation to make up the difference between unemployment insurance benefits and the actual wages lost by those workers due to the emergency caused by the outbreak of foot-and-mouth disease?

Mr. Gregg. No.

Vocational Training

March 12

Mr. Goode: What steps are being taken by the Department of Labour to provide funds for vocational training in Canada in 1952?

Mr. Gregg: Funds are being requested by the Department of Labour for vocational training in 1952 by a vote of Parliament. This vote will be included with other votes of the Department of Labour covering 1952-53 operations, and will be tabled as part of the estimates for the fiscal year 1952-53.

Unemployment in Textile Industry

March 12

Mrs. Ellen L. Fairclough (Hamilton West): I should like to direct a question to the Minister of Labour. Will the Minister say whether if any steps have been taken to investigate the unemployment situation in the textile industry, or to inquire into the causes thereof? Will he also say whether he has received reports concerning the sale in Canada of nylon hosiery imported from the United States, and its effect on employment in Canada?

Hon. Milton F. Gregg (Minister of Labour): Yesterday afternoon, Mr. Speaker, my colleagues the Minister of Defence Production, the Minister of Finance, the Minister of Transport and I, had the pleasure of meeting two delegations which dealt with the matters the hon. member mentions. All the submissions they presented to us are receiving the consideration of the Government, and I presume that perhaps some of the things to which my hon. friend referred might be discussed by my colleague the Minister of National Revenue.

Unemployment in Toronto and Hamilton

March 17

Mr. Donald M. Fleming (Eglinton): Will the Minister indicate what policy, if any, the Government has worked out to provide for one particular class he has not yet mentioned, namely, the unemployed who flock into a metropolis like Toronto, who are not normally resident therein and who naturally make claims upon the city for support during their period of unemployment?

Hon. Milton F. Gregg (Minister of Labour): Mr. Speaker, the representations made by the city of Toronto to my colleagues the Minister of Citizenship and Immigration (Mr. Harris) fell into three parts. One of them had to do with new

Canadians; and my colleague dealt with that matter. Another part was the suggestion that the payment of unemployment insurance in Toronto and Hamilton might be speeded up if the matter were looked into. I asked last week that a quorum of the Unemployment Insurance Commission go to each of the two cities. They went and consulted with city authorities, and looked into those matters.

The third matter, which included the point mentioned by the hon. member, was pointed out to the delegations as one that was still outside any decisions reached between the provinces and the federal authorities.

Mr. Graydon: May I ask the Minister if there is any report from the quorum he just mentioned?

Mr. Gregg: I have just had a verbal report, but I shall be glad to provide my hon. friend with details later.

Unemployment Insurance

March 17

Mr. J. W. Noseworthy (York South): I want to mention a matter which concerns the Minister of Labour (Mr. Gregg), namely, unemployment insurance. In my earlier speech I pointed out the need for an increase in the payments to those unemployed, the need for a shorter waiting period, the need for some arrangement with local welfare departments under which in cases of distress the unemployed may get advances from the welfare department, to be repaid from the unemployment insurance; and I called attention to the need for one or more additional offices in the metropolitan area of Toronto.

Another matter I think the Minister should take into consideration when amendments to the Act are being considered, is the position of the unemployed who are unable to work because of illness. Those who become ill while unemployed or who are laid off work because of illness have no security under unemployment insurance. Technically speaking I suppose they are then unemployable and are a charge on the local community. It would seem to me that those concerned with the administration of the Act should give some consideration to finding a way by which those who have paid into the fund for a period of years may receive some assistance during periods of illness, when they need unemployment insurance or financial assistance much more than when they are well.

There is also need for an overhauling of the basis upon which unemployment insurance is paid, a need for someone with

authority to cut some of the red tape and short-circuit the procedure in cases of dire need. It has been suggested to me that a completely new formula for the payment of unemployment insurance might well be worked out. For instance, I understand that in the state of Michigan there is no longer any need to employ enough book-keepers to look after the affairs of the Canadian National Railways, as is the case with our own Unemployment Insurance Commission; that there is no need to go back five years to check the number of stamps a man has in his unemployment insurance book. When a man becomes unemployed it is conceded that the minimum on which he can exist is \$25 a week, and he is automatically paid \$25 a week once he establishes the fact that he is unemployed, without any of this business of going back for two, three, four or five years to check on his unemployment insurance stamps. The length of the period during which the \$25 a week is paid may be either the time required to find him another job, or whatever length of time it has been decreed that unemployment insurance shall be paid. Some of the Canadian

supervisors who have studied that system tell me there is no evidence of abuse but that it has enormously reduced the book-keeping and office work, and that it is meeting the needs of the unemployed much better than our own system.

Unemployment

March 19

Mr. Knowles:

1. What was the total number of unemployed persons in Canada as at the end of (a) October, 1950; (b) November, 1950; (c) December, 1950; (d) January, 1951; (e) February, 1951; (f) March, 1951; (g) October, 1951; (h) November, 1951; (i) December, 1951; (j) January, 1952; (k) February, 1952; and (l) for the latest date for which figures are available in March, 1952?

2. What is the break-down of each of the above figures by provinces or by regions?

Mr. Gregg: The number of workers registered with the National Employment Service at the various dates requested are given below, in nearest thousands, for Canada and by regions:—

	Canada	Atlantic	Quebec	Ontario	Prairie	Pacific
April 6, 1950*.....	435,000	78,000	156,000	95,000	57,000	49,000
November 2, 1950.....	147,000	20,000	45,000	38,000	21,000	23,000
November 30, 1950.....	186,000	24,000	55,000	47,000	30,000	30,000
December 28, 1950.....	227,000	28,000	71,000	53,000	38,000	37,000
February 1, 1951.....	300,000	42,000	89,000	68,000	51,000	50,000
March 1, 1951.....	297,000	45,000	93,000	63,000	51,000	45,000
March 29, 1951.....	290,000	46,000	95,000	57,000	50,000	42,000
November 1, 1951.....	156,000	17,000	43,000	54,000	19,000	23,000
November 29, 1951.....	208,000	21,000	56,000	73,000	27,000	31,000
December 27, 1951.....	267,000	27,000	80,000	85,000	35,000	40,000
January 31, 1952.....	363,000	42,000	105,000	110,000	48,000	58,000
February 28, 1952.....	371,000	47,000	115,000	112,000	48,000	49,000

*Added for purposes of comparison.

It must be remembered that not all unemployed workers register with the National Employment Service, and that some of those who do may find jobs on their own and not notify the local office where they are registered. In this latter case, their applications usually remain on file for fifteen days after they were last in touch with the office, at which time they are then cancelled.

2. What part is being played by the Canadian Medical Association in the Government health insurance studies and surveys?

Mr. McCusker:

1. Since the last session comprehensive reports have been completed, or are now approaching completion, on the health insurance programs in effect in the following countries: Denmark, New Zealand, Sweden, Norway, The Netherlands, and Great Britain. Studies are being made of public hospital care schemes in Canada and on Canadian medical care programs for social assistance recipients.

In addition to compiling these reports from official documents and through correspondence, officers of the department have made a number of extensive on-the-spot

Health Insurance Surveys

March 19

Mr. Lennard:

1. What progress has been made by the Government since the last session in health insurance studies and surveys for Canada?

reviews of health programs in effect on this continent and in Europe. The director of health insurance studies, in recent months, has visited Sweden, Norway, Finland, Denmark, The Netherlands and Great Britain. During his visit he was able to see interesting aspects of the health service provided, and to discuss the various types of programs with officers of professional health associations and Government health departments. Other officers of the department have carried out similar studies of voluntary and Government-sponsored health care programs in Canada and the United States.

The provincial health surveys made possible by grants under the national health program have not all been completed. The great body of factual information contained in the reports already received is now being collected. A national sickness survey has recently been completed of a sample group of 10,000 Canadian families. This is the most comprehensive and searching study yet made of the extent and economic implications of illness in Canada, but it will take months to analyse the great mass of information gathered.

2. In every province, when the health surveys were first organized, members of organized medicine were nominated to the committees and have served on them and participated in all discussions and the preparation of all recommendations in connection therewith.

When the national sickness survey was being organized the Canadian Medical Association was approached asking for the co-operation of their provincial branch to assist each province in validating the information obtained by the enumerators in cases where medical attention had been recorded during the survey. At our request the Association published an outline of the national sickness survey in the June, 1950, issue of the Canadian Medical Association Journal, asking for the co-operation of the members of the association in order to assist the provincial survey committees in each province in gathering the most accurate information possible. It appears from the reports received from the provinces that the co-operation of organized medicine has been everything that possibly could be desired.

Interest Rate Increased On Government Annuities

An Order in Council providing for an increase to $3\frac{1}{2}$ per cent in the interest rate paid on government annuities was tabled in the House of Commons April 2 by Hon. Milton F. Gregg, Minister of Labour.

The interest rate was last changed in 1948, when it was reduced from four per cent to three per cent.

The rate of interest paid on annuities is usually related to the rate of interest on bonds. Recently the bond rate increased.

Unemployment in U.S. Declined Last Month

Joblessness in the United States dropped last month to the lowest March level since the Second World War.

The United States Census Bureau reported on March 31 that 1,804,000 persons—only 2.9 per cent of the entire civilian labour force—were looking for work.

The total of job holders was 59,714,000, a decrease of 38,000 from February's figure. Unemployment declined by 282,000.

Labour Organizations Present Annual Briefs to the Cabinet

Canada's four major labour organizations at the end of March presented to the Government at Ottawa their annual memoranda containing proposals for administrative, legislative changes

Canada's four major labour organizations have presented their annual memoranda on legislation to the Government.

On three days at the end of last month—March 26, 27 and 28—delegations representing the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour and the Railway Transportation Brotherhoods appeared before the federal Cabinet to present their organizations' views and proposals for administrative and legislative changes.

The Government made few immediate decisions on the requests but promised "constant and careful consideration" of all representations submitted.

Trades and Labour Congress of Canada

In a brief of record length, the TLC requested complete revision of Canadian immigration policy, halting of all immigration during the winter and inauguration of a public works program to cut unemployment

Complete revision of the Government's immigration policy and the halting of all immigration in the winter, inauguration of a "substantial" program of public works to "take up the slack" in employment, enactment of an "all-embracing social security measure" and the re-imposition of price controls were foremost among the legislative and administrative changes requested by the Trades and Labour Congress of Canada in its annual memorandum to the Cabinet, presented by the Congress' executive council on March 26.

Dealing with immigration, the memorandum urged that the Department of Labour be made responsible for immigration.

Changes in unemployment insurance suggested by the TLC included an increase of at least 50 per cent in benefits, a reduction in the waiting period and extension of coverage to employees of hospitals, permanent employees of governments and those employed in horticulture and accessible sections of agriculture.

Other recommendations were that a high priority be placed on home-building, that changes be made in the levying and collection of taxes, that the Industrial

Relations and Disputes Investigation Act be amended and that a Bill of Rights be approved. The Congress also recorded its disapproval of the Draft Convention for the High Seas Fisheries of the North Pacific Ocean.

Delivering his Government's reply, Prime Minister Louis St. Laurent stated: "We will endeavour to give your organization everything we think will be helpful to the economy of the country."

In its appearance before the Cabinet, the organization's executive council was supported by a large delegation of representatives of affiliated unions. The memorandum, longest and most comprehensive ever presented by the Congress, was read by Percy R. Bengough, TLC President.

Mr. Bengough began by declaring that the Trades and Labour Congress had "noted with pleasure the financial aid given through the United Nations and the co-operating countries of the Commonwealth for the development of underdeveloped areas."

He then pointed out that the TLC was "striving to reduce the influence and spread of communism abroad through the medium of the International Confederation of Free Trade Unions."

Immigration

Despite its realization that "Canada requires a far larger population to assist in its development, to aid in its protection and to furnish a wider and more adequate home market," the TLC held that "immigration schemes which add only to unemployment and misery do not assist in the maintenance of a stable economy." The Congress urged "planning in our immigration" and "closer co-operation between the Government and those directly involved in the productive activities of the country."

Mr. Bengough charged that skilled craftsmen are being encouraged to come to Canada in types of employment in which there are "not only no prospects of jobs but already many unemployed." He cited photo-engravers and carpenters as examples.

In urging that the Department of Labour be made responsible for immigration, the TLC pointed out that "through the National Employment Service, this Department is at all times in close touch with employment conditions and . . . would be far more capable of relating and adjusting the flow of immigration to the real needs of the country."

The memorandum also contained a request that the Government open or sponsor schools for the teaching of Canada's official languages to immigrants and that it make a reasonable knowledge of the language a condition of employment in dangerous occupations.

Unemployment

"Not all of the current high rate of unemployment can be charged to seasonal factors," said the TLC memorandum concerning unemployment. "Financial and economic policies of the Government have contributed to the dislocation of business and production causing the current lay-offs and short-time conditions in many centres." Defence projects have not yet provided new avenues of employment and will not provide employment for any sizable number of workers for months, perhaps years, the memorandum added.

Because "Canada now has idle hands, machines and materials as well as idle money," the TLC requested the inauguration of a substantial program of public works.

Social Security

The TLC, said Mr. Bengough, has not changed in its desire to have enacted an "all-embracing" social security measure

which would correlate health insurance, old age security, mothers' and widows' allowances and unemployment insurance. The social security act suggested by the Congress would provide all these "for all citizens of Canada regardless of income, on a contributory basis."

Concerning social security, the TLC deplored the Government's failure to establish at this session a parliamentary committee to consider health insurance, as promised. Early inauguration of a nationwide health insurance scheme is needed, the Congress asserted.

Describing the new Old Age Security Act as "a great forward step," the TLC nevertheless disagreed with both the age limit and the amount of the monthly pension. Lowering of the qualifying age to 65 years and increasing of the monthly payment to \$65 were recommended in the memorandum. The Congress also urged that suitable housing accommodation be furnished to pensioners where needed and that medical services be provided free to them.

Unemployment Insurance

On unemployment insurance the memorandum said:—

We were pleased to hear last September that your Government would secure an amendment to the Unemployment Insurance Act to reduce the "waiting period". Now, to say the least, our pleasure has been considerably dampened by the long delay since another session of Parliament has been held without any action having been taken in this regard. We sincerely hoped for speedier action on this very important matter.

The Congress reiterated its desire to see all employees included under the provisions of the Unemployment Insurance Act. Among those the TLC would especially like to see covered are employees of hospitals, permanent employees of government—federal, provincial and municipal—and those employed in horticulture and in accessible sections of agriculture.

When referring to hospital employees, the memorandum declared: "Very few of these institutions (hospitals), in view of their current rates, can any longer be reasonably classed as charitable."

Other Congress requests concerning unemployment insurance were that benefits be increased by "not less than 50 per cent," that benefits be paid for all days during which an establishment is closed down for a holiday period for which an employee does not receive holiday pay, that benefits be paid for all statutory holidays and that

the regulations governing married women be given "more sympathetic consideration" and the 90 days now required to re-establish benefit rights after marriage be reduced to 60.

Price Control

The TLC expressed disapproval of the methods used by the Government to apply curbs to inflation, saying they "have resulted in the worst type of economic discrimination against our members and their families along with other Canadians with medium and lower incomes.

"The application of severe restrictions on credit buying and ill-considered encouragement of imports," the memorandum declared, "has resulted not in a control of inflation but in forcing the less fortunate of our Canadian people out of the market with a consequent reduction in their standard of living, stagnation of business, unnecessary curtailment of production, short time and unemployment."

Reiterating its request for price control, the Congress asked that the government establish:—

1. A Prices and Trade Board with full powers to control prices;
2. Subsidies on basic food products;
3. A 100 per cent excess profits tax to act as a deterrent to those who wish to take all that the traffic will bear and also as a means to defray the cost of the subsidization program; and
4. A policy of allowing price changes only after application to, and approval by, the Prices and Trade Board.

The memorandum recommended that labour be represented on the Board.

Housing

On housing the memorandum stated:—

Our membership is unanimous in its desire to see the beginning of substantial efforts on the part of your Government to encourage construction of low-rental housing and slum clearance. Our members also want subsidies where necessary in order that families with lower incomes can enjoy low rentals despite current high building costs. . . . We urge your Government to place a high priority on home-building.

The Congress requested much lower down payments in the financing of homes, "either on a basis similar to that granted to the defence workers or to that provided in the 1949 revision in which an additional loan of one-sixth of the basic loan was extended to run concurrently with the basic

loan." Pointing out that any lowering of the down payment results in a raising of the monthly payments and that a substantial reduction in the down payment could conceivably result in monthly payments beyond the purchaser's ability to pay, the TLC suggested this difficulty could be overcome through extension of the period over which the mortgage may be paid off.

Taxation

"An upward revision in the exemption allowed in computing income taxes is imperative in the light of current high prices and the inequities in income tax collection," the TLC memorandum stated. "We request that the exemptions be set at \$3,000 for married persons and \$1,500 for single persons. We further request that \$400 be exempt for each child and complete exemption of family allowances as well as of income of children eligible for family allowances."

Declaring that TLC members, while "fully prepared to shoulder their share of the defence and national load," believe it should be spread more evenly over the whole economy, the memorandum asserted that "wage and salary earners are the only group that must pay in full."

The Congress urged that the tax load be spread more evenly, that the cost of tools be exempt from income tax, that taxes on cigarettes, cigars and tobacco be reduced and that union-operated pension plans receive the same consideration for income tax purposes as is now enjoyed by company-financed and sponsored plans. The memorandum reiterated the TLC's objection to all forms of sales tax.

National Labour Code

Amendments to the Industrial Relations and Disputes Investigation Act which the TLC wants made "at once" include: the check-off of union dues to be made mandatory on the employer when properly authorized by the recognized bargaining agency, the coverage of the Act to be extended to all Government employees, including those on hourly rates, and the inclusion of municipal employees within the coverage of the Act. At the same time as these amendments are being made, the TLC would have the Government seek the authority, through an amendment to the British North America Act, to extend the provisions of the federal labour code to all parts of Canada.

North Pacific Fisheries Convention

Disapproval of the Draft Convention for the High Seas Fisheries of the North Pacific Ocean, prepared by the Tripartite Fisheries Conference in Tokyo last December, was expressed in the TLC memorandum. The Congress pointed out the need for "the utmost protection" for the Canadian fishing industry, especially on the Pacific coast, and urged that a parliamentary committee consider the whole question before the Draft Convention is approved. The TLC asked for the opportunity to appear before such a committee.

Other Recommendations

The TLC again requested that a Bill of Rights be approved "without further delay" and added as an integral part of the British North America Act. Before procedures for amending the Act are agreed upon by conferences of federal and provincial authorities, the TLC wants the opportunity to place its views before "an appropriate body."

The memorandum requested that government employees be granted the 40-hour five-day work week, drawing specific attention to Post Office and Printing Bureau employees, as well as to those coming under the Prevailing Rates Provisions. That employees of the Canadian Government be allowed to seek certification for a bargaining agent of their own choice and to conclude collective agreements was also requested.

Another request was that amendments be made to the Canada Shipping Act to protect the employment of Canadian citizens in ships and to allow only ships of Canadian registry to trade between Canadian ports.

The Government was asked by the TLC to enact a federal Fair Employment Practices Act, to improve its fire fighting and fire prevention services, to encourage fire prevention through establishment of better standards of construction and greater use of fire resistant materials, to intensify its efforts towards providing adequate measures and facilities for civil defence, to encourage the development and conservation of natural resources, to take remedial measures "to prevent injury to the needle trades and the garment industry from dumping of distress merchandise," to reduce the voting age to 18 years, to outlaw restrictive covenants and to use the Allied Printing Trades label on all its printing and stationery.

The Congress repeated earlier requests that all government contracts be placed with "firms having current working arrangements with regularly-established unions." The "policy of awarding contracts to the lowest tender tends to favour firms with lower standards of wages and working conditions and results in discrimination against firms who have working arrangements with their employees," the memorandum declared.

That all statutory holidays other than Christmas Day, New Year's Day and Good Friday be celebrated on the nearest Monday, regardless of on what day of the week they may fall, was another request.

Expressing its disappointment at the dropping of proposed amendments to the Annuities Act, the Congress strongly recommended that the amendments be "quickly put into effect."

In its memorandum the TLC also recommended federal financial aid to secondary and primary schools, the abolition of level crossings, the establishment of a Canadian Coast Guard Service, greater labour representation on the directorate of the Canadian Broadcasting Corporation, and early action on the recommendations of the Royal Commission on National Development in the Arts, Letters and Sciences.

The TLC memorandum was signed by President Percy R. Bengough, Vice-Presidents J. A. Whitebone, Claude Jodoin, William Jenoves, Carl E. Berg and Birt Showler, and Secretary-Treasurer Gordon G. Cushing.

Prime Minister's Reply

"We will endeavour to give your organization everything we think will be helpful to the economy of the country," said Prime Minister St. Laurent in his reply to the TLC memorandum, after stating that "we are always pleased to have the opportunity to receive your views; we believe your representations are made objectively and express what you believe would be in the best interests of the Canadian people."

Mr. St. Laurent hoped that the suggestion that the Government had introduced "class legislation" did not mean to imply that it had introduced measures for the benefit of any one group. "Our greatest care in framing legislation is to avoid doing anything that could be termed class legislation. One serves his own best interests by serving the interests of the community," he said.

"In the past, we have always given careful consideration to your representations; we will continue to do so," the Prime Minister promised.

Public Works Projects

Replying to the TLC request for the inauguration of a public works program, the Prime Minister recalled similar urgings at the beginning of 1950. "It was not many months after that before Canada had a shortage of labour. Had we started these projects at that time, we would have had to abandon them," he said.

Budget Surplus

Admitting that in all probability there would be a budget surplus, Mr. St. Laurent stated it would not be as large as some sources indicate. "You say it is an 'embarrassing' surplus. I don't think Mr. Abbott is embarrassed."

Two reasons for the surplus were given by the Prime Minister. The gross national product was higher than anyone expected and defence production not as rapid as expected and not paid for in the amounts expected.

Social Security

Hospital facilities will have to be increased before a national health insurance scheme can be undertaken, the Prime Minister told the TLC delegation. "It wouldn't be right to give Canadians a contractual right to hospitalization when there isn't space or trained personnel available," he said. Canada, however, is continuing to increase its hospital space and the numbers of trained personnel, Mr. St. Laurent remarked.

Because defence spending today amounts to about two billion dollars yearly, Canada cannot at present undertake to increase old age security payments or lower the qualifying age, Mr. St. Laurent said. He pointed out that there are now 675,000 persons receiving old age pensions at a cost to the Government of \$324 million yearly. This figure will increase by about \$12 million each year, because the span of life has lengthened. To pay pensions of \$65 a month would cost \$526 million a year and to pay pensions at age 65, adding 405,000 beneficiaries, would cost \$842 million annually.

The Prime Minister considered present defence spending to be a form of insurance, the payment of which everyone agreed to, although hoping "there would be no fire." The payments are having

their effect, he believed, stating that the international situation was a little "safer" than it was a year ago.

Referring to the delegation's proposals on unemployment insurance, Mr. St. Laurent said the Government was "giving serious consideration all the time" to the subject. Payment for statutory holidays, he believed, was a matter for collective bargaining. The Government, he said, hesitates to interfere in something that can be better handled by the unions themselves. As an example, he cited the demands for legislation to bar communists from labour unions.

"The unions did that more effectively themselves and can do the same about statutory holidays," the Prime Minister said.

Housing

"I am in sympathy with your desire to see more Canadians homeowners," said the Prime Minister in answer to the TLC recommendations on the housing situation. "But I wouldn't like to see a system where any government, any political machine, would have the responsibility of selecting those who are to get subsidized housing." There would not be subsidized housing for everyone, he pointed out.

Bill of Rights

Prime Minister St. Laurent reminded the delegation that inclusion of a Bill of Rights in the Canadian constitution would require an amendment to the British North America Act.

"It is difficult to get an amendment to our constitution," he said. "We must have 11 governments in agreement. The preparatory work has to be done by private citizens. We will not have an amendment to our constitution until the great body of the people of the ten provinces make it apparent that they want the amendment."

National Labour Code

A national labour code has been under discussion for a number of years, the Prime Minister said. Again, there must be a public demand. It is up to labour unions and similar groups to do the educational work and convince the public of the desirability of such a step and thus obtain the support of the provincial administrations, because, as in the case of unemployment insurance, a constitutional amendment would be necessary.

Education

Dealing with financial aid to primary and secondary education, Mr. St. Laurent said the control of education must be left with the provinces. The aid to universities distributed last year has been the cause of "quarrelling" in Quebec, he pointed out, even though the grants were made "with no strings attached."

Government Contracts

"It is difficult to get away from the suggestion of favouritism if contracts are not awarded to the lowest bidder," the Prime Minister said. Contracts are not awarded to the lowest bidder if he happens to be someone who is obviously operating in such a way that he could not carry out the contract, he asserted. ' Because government contracts are paid for from public funds, the public wants to be assured that the money is being used as effectively as possible.

Cabinet Members Present

The members of the Government who received the delegation from the Trades and Labour Congress included:—

Rt. Hon. Louis St. Laurent, Prime Minister; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Defence Production; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Minister of National Health and Welfare; Hon. Douglas C. Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue, Hon. Milton F. Gregg, Minister of Labour; Hon. Lester B. Pearson, Secretary of State for External Affairs; Hon. Robert H. Winters, Minister of Resources and Development; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Alcide Coté, Postmaster General; Hon. Walter E. Harris, Minister of Citizenship and Immigration; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. Alphonse Fournier, Minister of Public Works; and Hon. Wishart McLea Robertson, Leader of the Government in the Senate.

Canadian Congress of Labour

Requests made by the CCL in its 11th annual memorandum to the Cabinet included: reimposition of price and rent controls, steep increases in unemployment insurance benefits, cessation of all winter immigration

Demands for the reimposition of price and rent controls, steep increases in unemployment insurance benefits and the establishment of a system of public assistance, particularly for those not covered by unemployment insurance, and the cessation of immigration during the fall and winter months highlighted the 11th annual presentation by the Canadian Congress of Labour of its memorandum to the federal Government. The brief was read by Donald MacDonald, Secretary-Treasurer of the Congress.

In addition to the immediate reimposition of price and rent controls, the brief called for the subsidization of essential goods, a roll-back of prices to the lowest possible level and the establishment of an excess profits tax to discourage profiteering and black marketing.

A reduction in and ultimate elimination of the waiting period and the extension of coverage to include employees of hospitals and charitable institutions were other amendments requested by the Congress with regard to unemployment insurance.

Immigration of more persons than the country can absorb was opposed by the Congress, which recommended the closest possible integration of policy between the Departments of Labour and Citizenship and Immigration in dealing with the matter.

Other major requests made by the Congress included increasing the basic old age pension to \$65 per month and lowering the qualifying age to 65, the establishment of a parliamentary committee to study a national health insurance plan, the encouragement of low-rental housing, the establishment of import controls on textiles in view of the unemployment in that industry, provision for packinghouse workers who have been laid off as a result of foot and mouth disease and the adoption of a Fair Employment Practices Act by the federal Government.

Replying for the Government, Prime Minister St. Laurent stated that Congress' recommendations would be given the careful consideration that all such representations received. The Government's task, he

pointed out, was to initiate legislation that would create good feeling among the greatest number of Canadians.

The CCL delegation was led by Aaron Mosher, Congress President. Representatives of affiliated unions were included in the delegation.

Mr. MacDonald began the presentation of the brief by urging the Government to review its efforts through the Colombo Plan and other activities, with a view to determining whether or not the assistance which has already been provided for the countries of South-East Asia is adequate or commensurate with Canada's obligations. He remarked that the "menace of communism must be fought among the ranks of the common people in the underprivileged and exploited nations."

Price and Rent Controls

The brief contained a request that price and rent controls be reimposed immediately. It charged that the action of the Government in removing controls had cost the Canadian people billions of dollars. It drew attention to the fact that a year ago a joint delegation representative of the entire Canadian labour movement had placed before the Government a memorandum requesting the imposition of price controls. It stated that the Government had paid no attention to these representations made on behalf of over a million organized workers.

With reference to the recent passage of legislation outlawing retail price maintenance, the Congress stated that there was not the slightest evidence that the legislation had had any effect whatsoever. The Congress called for the immediate reimposition of price controls, a roll-back of prices to the lowest possible level, the subsidization of essential goods and an excess profits tax to discourage profiteering and black-marketing.

Unemployment

Deep concern over unemployment was expressed in the memorandum. The Congress considered that the numbers out of work had reached "alarming proportions."

At this point in his presentation, Mr. MacDonald called attention to a copy of the February-March issue of *Labour Research*, a CCL publication, containing an analysis of the present unemployment situation, which was attached to the brief. From it he read the concluding paragraphs of the article.

Some unemployment is caused by seasonal factors, the publication said, some by the shift to defence production, some by the filling of the backlog of the wartime demand for consumer durables and some by credit restrictions and increases in sales and excise taxes. The article then offered five recommendations for solving the problem: that unemployment insurance benefits be immediately and steeply increased, that a comprehensive public assistance system be established to look after those who are not covered by unemployment insurance or who have exhausted their benefits, that defence production be directed as far as possible to places where there is "surplus" labour, that the Government do all it can to develop new industries or public works or to transfer workers to where they can be employed, and that there should be the closest possible co-operation between the Labour Department and the Department of Citizenship and Immigration to make sure that only enough immigrants are brought in and that they are brought in only when and where they can be used.

Immigration

The Congress, pointing out that nearly 200,000 immigrants were brought into Canada in 1951, stated that this influx intensified the present housing crisis. While recognizing the country's obligation to accept as many displaced persons and refugees as possible, the CCL asked that immigration be shut off during the fall and winter seasons when it is most difficult to find jobs. It stated that the whole policy of immigration can be jeopardized if large numbers of immigrants, brought into the country at a time when unemployment is considerable, keep many local residents out of work. As an improvement in the present policy, the CCL recommended the closest co-operation between the Departments of Labour and Citizenship and Immigration.

Mr. MacDonald noted that many of the immigrants who are brought here with government assistance are having difficulties finding employment and in maintaining themselves. He stated that the Congress felt that these people should be given financial assistance through the machinery set up under the Unemployment Insurance Act. Money for this purpose, the Congress suggested, could be provided from the Consolidated Revenue Fund.

Unemployment Insurance

The Congress recommended several amendments to the Unemployment Insurance Act. They were:—

1. The removal of the provision requiring recency of attachment to the labour market, which makes it more difficult for claimants to qualify for benefit.

2. Increase in the benefit rates to bring them in line with the present cost of living.

3. Reduction and ultimate elimination of the waiting period, and elimination of non-compensable days.

4. Elimination of the restrictive provision in the Act and the Regulations regarding benefits for married women.

5. Extension of supplementary benefits to the whole year, and the payment of benefit rates on the same basis as regular rates.

6. Extension of coverage to include employees of hospitals and charitable institutions, and other classes of wage-earners still exempted.

Old Age Pensions

Noting that the introduction of old age pensions at age 70 without the means test had undoubtedly helped many of Canada's older citizens to meet the increased cost of living, the CCL memorandum stated that the present pension of \$40 a month was "wholly inadequate" and urged that pensions of \$65 a month payable at 65 without a means test be introduced by the Government. It further recommended that an escalator clause be included in the Old Age Pensions Act.

Health Insurance

The CCL protested the Government's failure to establish a Parliamentary Committee on Health Insurance this session and asked for the establishment of such a committee at this session or a commitment by the Government that it would set one up at the next session of Parliament.

Housing

Referring to the housing situation in Canada, the Congress stated that the country had a housing backlog of more than 710,000 units. To meet this situation, the CCL recommended that low-rental housing be given priority, equal only to defence construction, and that unnecessary construction be stopped. The brief stated that "with the housing situation in a state of chronic crisis, it is scandalous that scarce manpower and materials should be used on face-lifting operations on office buildings and banks."

Excise and Income Taxes

The Congress went on record as protesting the increase in the sales tax from eight to ten per cent and the increase in the excise tax contained in last year's budget. It stated that "such increases tend to reduce the standard of living of the workers and the people of Canada, and in view of the huge budget surpluses reported by the Minister of Finance, they are wholly unnecessary and should be repealed."

Textile Industry

Referring to the unemployment in the textile industry, the brief stated that at the present time there were over 10,000 workers laid off in the primary textile industries in Canada. It recommended that the Government allocate a large number of defence contracts to textile mills with a view to supplementing civilian orders.

The Congress further urged controls be placed upon the dumping of "distress" textile products from the United States and asked that the Government call a conference of representatives of labour and management in the industry to discuss all aspects of the situation.

Packinghouse Workers

The Congress asked that the Government make provision for packinghouse workers who have been laid off because of the outbreak of foot and mouth disease in Western Canada, pointing out that compensation had been provided for farmers who had suffered loss and that consideration was being given to compensation for packinghouse plants which had suffered a loss of revenue.

Mr. MacDonald remarked that "something had to be done" for the workers and reported that discussions even then taking place between the workers and the Government appeared to be progressing favourably.

National Labour Code

The brief reiterated the Congress' request for a National Labour Relations Act which would provide for uniform labour relations legislation and administration throughout the country. Among the specific provisions of a national labour code requested by the Congress were: the outlawing of company unions, the voluntary check-off, the removal of the provision that employers may have certification removed, and effective procedure for the enforcement of penalties.

Referring to the constitution of conciliation boards, the CCL stated that in many instances chairmen of such boards have been appointed whose lack of experience and understanding of the labour movement and of industrial relationships have made them "unable to give useful and effective service." The Congress stated that such chairmen "bring to their task in many cases minds which have been conditioned by judicial procedure, and which is often harmful rather than helpful so far as conciliation is concerned."

Fair Employment Practices

The Congress went on record as favouring the introduction of a Fair Employment Practices Act covering all industries which are now, and may be, brought under federal jurisdiction, suggesting that a fair employment policy supplement the present Fair Wages Policy.

The CCL commended the Government for its efforts to encourage the employment of older workers but pointed out that the "Government itself is one of the worst offenders in this respect." The brief commented that "it is becoming more and more difficult for workers over forty years of age to obtain employment in either the public service or private industry." The Congress urged the Government to set an example to private industry by raising the age limits on new employees who are otherwise qualified and noted that discrimination on the grounds of age is just as serious an unfair labour practice as discrimination on other grounds.

Representation of Labour

The Congress' brief remarked that boards dealing with defence production had in many cases been established without labour representation and expressed the belief that the addition of labour representatives to boards dealing with such questions as production would increase their value and usefulness.

The CCL protested the appointment of a mine operator to replace the late D. W. Morrison on the Dominion Coal Board, of which he had been a member since the Board's inception until his death in 1951. Mr. Morrison had been regarded as labour's representative on the Board, having for many years been president of District 26 of the United Mine Workers of America. "We wish to protest in the strongest possible terms against this action by the Government as wholly unjustifiable, and to urge that labour representation be

restored on the Dominion Coal Board with the least possible delay," the memorandum declared.

Amendment of Annuities Act

The Congress expressed its regret that the Government had not reintroduced at this session of Parliament its bill to amend the Annuities Act, stating that "this action is all the more difficult to understand in view of a public statement by the Minister of Labour only two months ago that the bill would definitely be introduced.

Amendments to the Annuities Act have long been overdue and the Government's bill would have done much to improve the act, enhance the value of many industrial pension schemes, embracing thousands of Canadian workers, and encourage the introduction of additional schemes in firms where none now exist."

The CCL strongly urged the Government to reintroduce the measure before the present session ends and in the form approved by the Standing Committee on Industrial Relations.

Appointment of Labour Attachés

Approval of the policy of appointing Labour attachés in the principal industrial countries of the world was voiced by the Congress. Commenting on the recent appointment of Pat Conroy as Labour Attaché in Washington, the memorandum noted that "Mr. Conroy's long experience in the labour movement, both in the national and international field, will enable him to give exceptionally fine service to the workers and the people of Canada in this capacity."

The Congress expressed its disapproval of the Government's failure to appoint workers' delegates and advisers to the sessions of the International Labour Conference in accordance with the provisions of the Versailles Treaty. The treaty obligates member states to "nominate non-Government delegates and advisers chosen in agreement with the industrial organizations, if such organizations exist, which are the most representative of employers or work-people, as the case may be, in their respective countries."

The brief asked that before the workers' delegate is appointed to attend the 1952 session of the ILO, the "most representative labour organization be consulted."

Other Recommendations

The Congress commended the action taken by the Government in carrying out the recommendation of the Royal Commission on National Development in the Arts,

Letters and Sciences, particularly the provision for federal aid to universities and the amendments to the Broadcasting Act and the National Gallery Act.

The Government's decision to undertake the St. Lawrence Waterway project independently of the United States was approved by the CCL. Noting that the completion of the seaway will bring "tremendous" benefits to many parts of Canada but no "appreciable" benefit to the Atlantic provinces, the Congress urged the Government "to give special consideration to other projects which may directly benefit the Atlantic provinces and to press forward vigorously with research and other policies which will help the coal industry."

Prime Minister's Reply

In his reply to the CCL memorandum, Prime Minister St. Laurent referred to the Congress' recommendations on unemployment, price and rent controls, old age pensions, health insurance, the budget surplus, the textile industry, a national labour code, conciliation boards, and the hiring of older workers.

After saying he was sorry that some Canadians were unemployed, the Prime Minister reminded the delegation that at the beginning of 1950 there was considerable unemployment but that within six months a labour shortage had developed.

Price Controls

The Government did not believe that under present circumstances the desired results could be obtained through a system of price controls, Mr. St. Laurent said. Inflation, he pointed out, is not only a Canadian problem; it prevailed throughout the world. The Prime Minister told the delegation that steps taken by Canada to meet inflation were regarded by others "in a complimentary light."

With reference to the abolition of retail price maintenance, Prime Minister St. Laurent remarked that the responsibility in the matter of prices had been placed with the retailer "where it properly belonged." There have been some reductions, he noted. Ultimately, it all depended on the retailer, he said.

Old Age Pensions

Mr. St. Laurent remarked that it might be possible in time to reduce the age limit and to increase the amount with respect to old age pensions. He did not think that this was possible at the present moment. The Prime Minister stated that

at present Canada was spending more than two billion dollars a year on defence requirements and that this expenditure was being made in order that aggression would be unattractive and that a third world war could be avoided.

Mr. St. Laurent stated that there are at present 675,000 citizens in receipt of old age pensions at an annual cost \$324,000,000. To increase the pension by \$25 a month would be to add \$202,500,000 to the annual amount while to include those between 65 and 70 would add \$315,900,000 and thus make the total bill over \$840,000,000. In view of Canada's heavy defence expenditures, Mr. St. Laurent did not think that such increases could be made now. Rome was not built in a day, he said, nor will Canada's system of social security; but improvements and progress would be made over the years as conditions allowed.

Health Insurance

Speaking about health insurance, the Prime Minister first called attention to the shortage of hospital space presently existing in Canada. He then pointed out that a health insurance scheme would mean that the Government undertook a contractual obligation to provide Canadian citizens with hospitalization, an obligation which could not be met under present conditions. Hospital construction and the training of hospital personnel, however, was being accelerated, he said.

Budget Surplus

The budget surplus would not be as large at the end of the fiscal year as some reports have forecast, the Prime Minister stated. He explained that the surplus had developed because of an increase in Canada's gross national product during 1951, which increased government revenue, and because many defence orders had not yet been delivered and thus not paid for. Defence production had not developed as rapidly as many had expected, he said.

Textile Industry

Reduced production in textiles was not confined to Canada alone, Mr. St. Laurent declared. Other countries were experiencing unemployment in this industry.

"Dumping is unfair competition," the Prime Minister said, "and the Government is opposed to it." He pointed out, however, that world trade was vital to the Canadian economy and that we must be careful not to deviate from the general line established at the trade conferences

at Havana, Geneva and London. Canada wants to be in a strong position when other nations deviate from the established line, he said.

National Labour Code

A constitutional amendment would be necessary in order to introduce a national labour code, the Prime Minister told the CCL delegation. The agreement and approval of the federal and ten provincial governments would have to be obtained, he explained. To achieve this, the majority of Canadian citizens would have to make it apparent they wanted the amendment before the legislation could be enacted.

Labour unions, the Prime Minister said, were institutions that could carry out educational work and create the right kind of atmosphere which ultimately decided what changes should be made in legislation. Without the educational work undertaken by labour organizations, he declared, we would not have had the unemployment and old age pensions amendments.

Conciliation Boards

Asserting that he agreed with the views of the Congress regarding the composition of conciliation boards, the Prime Minister said he had seen some decisions of conciliation boards which read like judgments.

At this point, Mr. St. Laurent quoted some figures on conciliation services. During the 13 months ending January 31, he said, 57 disputes had been referred to the Department of Labour for conciliation. Of these, 38 had been settled through conciliation officers and 19 had been referred to conciliation boards. In 15 cases, agreement had been reached, three were yet unsettled and one, "unfortunately," ended in a strike.

Hiring of Older Workers

The increasing life expectancy of Canadians may require reconsideration on the hiring of older workers, the Prime Minister said.

Cabinet Members Present

The Congress delegation was received by the Prime Minister, the Rt. Hon. Louis St. Laurent, and the following Cabinet Ministers: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Defence Production; Hon. Milton F. Gregg, Minister of Labour; Rt. Hon. James Gardiner, Minister of Agriculture; Hon. Alphonse Fournier, Minister of Public Works; Hon.

Lionel Chevrier, Minister of Transport; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Paul Martin, Minister of National Health and Welfare; Hon. D. C. Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue; Hon. Stuart Garson, Minister of Justice; Hon. Walter Harris, Minister of Citizenship and Immigration; Hon. Robert Winters, Minister of Resources and Development; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. Gordon Bradley, Secretary of State; Hon. Alcide Côté, Postmaster General; and Hon. Robert Mayhew, Minister of Fisheries.

Mr. Mosher's Remarks

After the Prime Minister had spoken, Mr. Mosher expressed the appreciation of the Congress for the hearing they had received and at the large number of Cabinet Ministers present. He added that it was possible that some of the points raised in the brief could be solved by an approach to the ministers of the departments concerned.

Mr. Mosher stated that the Congress was still not being consulted on the choice of Workers' Delegates for the ILO and he considered this situation unjust. He asked that the Government give the Congress its proper recognition. Mr. Mosher also referred to labour's representation on the Dominion Coal Board and stated that if labour were overlooked on small issues it would be left unrecognized on many others.

The President urged a re-examination of the housing situation by the Government and asked that low-cost housing be encouraged and stimulated.

Referring to immigration, Mr. Mosher stated that labour should be represented on any boards dealing with this matter. In connection with price controls, the CCL President said that they worked well during the war and expressed the opinion that the majority of Canadians were in favour of controls.

Mr. Mosher stated that with proper economic planning and the right policy, unemployment could be taken care of today. The extra production that could be obtained from those now unemployed would be sufficient to allow for increases in our old age pensions. Mr. Mosher concluded his remarks by noting that such an employment policy would also aid in the development of our hospital construction program and thus forward a national health insurance scheme.

Canadian and Catholic Confederation of Labour

Immigration, the cost of living and housing were the most prominent among the subjects dealt with by the CCCL in its annual brief. The brief also urged that an inquiry be made into the Bell Telephone Co.

Immigration, the cost of living and housing were the main topics of the representations made by the Canadian and Catholic Confederation of Labour when it presented its annual brief to the federal Cabinet on March 28.

The CCCL, which numbers more than 90,000 members, presented to the Cabinet an impressive number of requests pertaining not only to workers but to Canadians as a whole.

The Prime Minister could not receive the delegation in person, as in the past, as he was attending a funeral in Quebec. In his stead, Rt. Hon. C. D. Howe, Minister of Trade and Commerce and of Defence Production, presided.

The CCCL emphasized the need for a limited immigration, regulated according to the resources of the country and always subject to careful selection methods; price control and the implementing of a national housing program.

It also called for the establishment of a special commission to inquire into the Bell Telephone Company, more liberal old age pensions, as well as more generous income tax exemptions.

The bilingual brief was read by Jean Marchand, CCCL Secretary-General, but the President, Gérard Picard, commented on a number of topics, including unemployment in the textile industry, the cost of living and the need for a greater labour representation at the meetings of the International Labour Organization.

The principal requests of the CCCL also included amendments to the unemployment insurance legislation, family allowances in proportion with the cost of living, increase in the buying power of the consumers and integral respect for bilingualism.

The CCCL also asked, once more, that the Canadian Government name a diplomatic representative to the Vatican and that it adopt a distinctive Canadian flag.

In addition to Mr. Howe, the Honou-ables Alphonse Fournier, Minister of Public Works; Milton F. Gregg, Minister of

Labour; and Walter E. Harris, Minister of Citizenship and Immigration, also spoke in reply to the requests made by the labour organization.

Mr. Picard thanked Mr. Gregg and the officials of the Labour Department for their kind co-operation during the past year.

The brief congratulated the federal Government, among other things, for the nomination of His Excellency Vincent Massey as Governor General of Canada; for its legislation on resale price maintenance; for its amendments to the Old Age Pensions Act; and for permitting the deduction of union dues from taxable income.

In the second half of its brief, not read, the CCCL presented a summary of requests already referred to federal authorities. Here the CCCL again voiced its objection to compulsory military training in peacetime and stated that it did not see any valid reason, at the present time, which would justify national registration. It also offered a number of specific requests on income tax and old age and retirement pensions.

The speakers for the Government, pointing out that they always welcomed labour delegations and their suggestions, promised that the claims contained in the CCCL brief would be studied with care.

Immigration

While recognizing that Canada has the duty to receive immigrants from overpopulated or less fortunate countries, the CCCL stated that this immigration "must be limited, regulated according to the resources of our country and always subjected to careful selection methods". In receiving immigrants, added the brief, the Government must look after their welfare and see that they find here reasonable living conditions for themselves and their families.

Pointing out that this is not always the case and that a great number are now "in

a serious state," the CCCL suggested six elements of solution to the problem of immigration. They are:—

(a) That the Department of Immigration establish its quotas of immigrants after a serious inquiry at the National Employment Service and among employers and workers' unions in order to really understand the situation and be in a position to make a selection based on the real needs of the country;

(b) That no group of immigrants be admitted to Canada unless they meet a real need as permanent labour; the importation of European workers for seasonal work leads fatally to an increase in unemployment in the slack periods;

(c) That the Government watch over the publicity made by its immigration officers and by the Canadian transportation companies in European countries. A serious inquiry carried out among the immigrants by our Néo-Canadian Service shows that, from these two sources, the European candidates to immigration have received promises of employment equivalent to false representations;

(d) That the Government of Canada let the immigrants benefit from family allowances as soon as they enter the country;

(e) That the Canadian Government revise its housing policy of which the recent restrictions do not fit at all with the immigration policy. Restrict building loans at a time when we are admitting quantities of foreign workers and their families is to risk an inevitable disaster in the question of housing, and may provoke a hostile sentiment to all immigration;

(f) That the Department of Immigration cease all immigration in the quiet periods and that it advise the immigrants of the small chances of finding work in winter. The transportation companies should co-operate with the Government to avoid as much as possible the entry of immigrants into the country during this season.

Cost of Living

The CCCL again gave its approval to price control, stating that wage increases have not kept pace with increases in the cost of living. While it congratulated the Government for its legislation on resale price maintenance, the CCCL argued that at present the Canadian citizen is in fact subject to a system of private control. The memorandum said:—

The CCCL has given its approval many times for price control. We still believe that this measure would be the most effective to fight the present inflation. Our position on this question is quite simple: we feel that at the present time we do not have a choice between government control and no control; we must choose between government control and private control.

It is not necessary to make a lengthy inquiry to show that we are at present subject to a system of private control; it is merely necessary to name the industries

The CCCL has learned with pleasure of the nomination of Mr. Guy de Merlis to the position of French editor of the *LABOUR GAZETTE*. In addition to his professional qualifications, which made him a choice candidate for this function, Mr. de Merlis has been a member and officer of one of our syndicates. We are therefore happy that he has been designated to succeed Mr. St. Arnaud, of whom we keep, on the other hand, a very good souvenir.

—CCCL Memorandum to the Government, 1952.

where competition no longer exists, either because of the small number of manufacturers, or because of agreements between producers apparently independent. Among these may be named the aluminum, nickel, asbestos, pulp and paper, iron and steel, the automobile industry, the chemical industry, oil, agricultural implements, the fertilizer industry, electrical appliances, textiles, tobacco, etc. . . . And we could easily make this list longer, so that we are thus able to state that competition and therefore, free enterprise, in the true meaning of this expression, have completely disappeared from the heavy industries to be replaced by a system of private controls where those who exercise the power are not responsible to anyone.

It is not necessary to give this much thought to find that a system of price control determined by irresponsible individuals, only looking after their personal interests, is not consistent with the needs of public interest and the general welfare, since this system must necessarily lead to a high price level if not to inflation. There are only two ways to stop the operations of a system of private controls: either replace it by government control or destroy it by adopting effective legislative measures against monopolistic controls. We know that the Canadian Parliament is still opposed to the setting-up of government controls. Therefore, if it wishes to be logical and protect the public interest as much as can be done under the present system, it must adopt effective legislation against monopolistic controls. The CCCL cannot accept the fact that the Canadian Parliament disapproves of government control on one hand, and tacitly accepts a system of private controls on the other.

We wish to congratulate here the Government for its recent legislation on resale price maintenance. However, this measure will not be sufficient to correct all the abuses of which the consumers are victims.

In 1949, in its annual memorandum, the CCCL submitted to the federal Government a project of price arbitration. The proposed method did not have the inflexibility of controls, but obliged only the producers of goods and services (with the exception of farmers and retail merchants) to submit to an arbitration board, their requests for price increases. (We proposed that farmers be excluded because we are convinced that they are not responsible for the inflationary increase in prices and that retailers be

excluded because competition, in this field, still constitutes a reasonable element of control.)

The decisions of this board would not have been enforced but the simple obligation to justify before such an organism the requests for price increases would have prevented the cost-of-living index from going so high.

Unfortunately, our proposal was not followed.

The CCCL again requests the control of prices and the amendment of the Combines Act in order to be able to effectively combat the disastrous influence of the monopolies and cartels.

In support of this, we must mention that while the cost of living increased 11 per cent in Canada, it only showed an increase of 3.3 per cent in the United States, where the Government adopted control measures.

Old Age Pensions

The last amendments to the Old Age Pensions Act constitute a "notable improvement" to our social security system, according to the CCCL. The Confederation expressed the opinion, however, that the Government should lower to 65 years for men and to 60 years for women the age for admission to pension and this without the means test. It also suggested fixing the amount of pension at \$50 per month.

In the second part of its brief, the CCCL put forward a six-point plan on old age and retirement pensions, as follows:—

1. A monthly \$50 pension for women at 60 and men at 65, under a universal or general old age pension plan, the cost of which would be paid three-fifths by the federal Government and two-fifths by the provinces;
2. Setting of a reasonable period of residence in Canada for admission to pension;
3. Suppression of the means test;
4. Establishment of contributory insurance, with a reserve fund, in favour of wage-earners, with a view to a monthly \$50 pension at age 60 for women and 65 for men. The wage-earner would pay forty per cent (40%) of the premium; the employer would pay the necessary balance to insure solvency of the fund; the Government would assume the administration costs and make up the deficits;
5. Safeguard collective schemes for retirement pensions now in existence, and leaving the establishment of other plans complementary to the schemes suggested above, to collective bargaining;
6. Setting up of suitable organizations to supervise the application of the law and to ensure the payment of pensions to persons entitled to them.

Housing

The CCCL, on the subject of housing, would like to see a national housing program. It pointed out that the budget

surplus and the thousands of unemployed are all that are necessary to undertake the construction of houses.

The quantity of materials required in the realization of such a project is "relatively small," stated the CCCL, and would not seriously affect our defence work.

"The principal obstacle that must be overcome is the initial payment that the future proprietor must make before being able to benefit from the existing legislation. A more generous loan policy would take care of this difficulty," the memorandum said.

The Bell Telephone Company

The CCCL asked the Government to establish a special commission to inquire into "the activity, the structure and method of financing" of the Bell Telephone Company and to make recommendations as to the most satisfactory way that it could be "owned and managed in the best interests of the public".

Stating that this company is a "good example of a monopoly," the CCCL suggested that the Board of Directors be formed of representatives of the Government, the shareholders, the consumers and the workers.

The Massey Report

The CCCL congratulated the Massey Commission for its excellent work, stating that the Massey Report was "a unique report of the arts, letters and sciences in Canada". The brief, however, emphasized that the report will favour the advancement of culture as long as the "affinities and the aspirations of the two principal ethnic groups which make up the country are respected". The brief also suggested that "integral respect for bilingualism all over the country would favour the development of Canadian culture". The memorandum continued:—

We take this occasion to mention that the Massey Report notes the request that we have submitted in regard to free broadcasts on the Canadian Broadcasting Corporation that would reach the working-class, following the example of the programs especially for farmers. The four important workers' movements of the country: The Canadian and Catholic Confederation of Labour, The Trades and Labour Congress of Canada, The Canadian Congress of Labour, and the Railway Brotherhoods, would look after filling the time thus put at their disposition on both the French and English networks.

The CCCL requests the Canadian Government to take over this innovation which would become an important part in the program of popular education.

Unemployment

In order to remedy the unemployment situation, the CCCL suggested that the buying power of the consumers be increased. It felt that the easing of the controls on credits, while this may increase economic activity in some enterprises, will not correct the present situation.

The unemployment situation which affects certain industries such as the textiles, clothing, shoes, takes away much of the illusion of the apparent prosperity of Canada. The easing of the controls on credits will have for consequences an increase in the economic activity in some enterprises but it will not correct the present situation.

The decrease in buying power of the consumers because of the increase in the cost of living and the fiscal policy of the Government seems to be at the origin of this unforeseen upset which has thrown out of work thousands of family breadwinners.

Unemployment Insurance

While the CCCL intends to present a special memorandum to the Advisory Committee of the Unemployment Insurance Commission, it listed in the present brief six of the principal amendments it would like implemented:—

1. Elimination of the particular restrictions concerning the qualifications required by married women in order to have the right to collect benefits;

2. Increase in the benefits proportionally to the increase in the cost of living;

3. Elimination of the waiting period of nine days and payment of benefits without delay;

4. Widening of the field of application of the Act in order to cover all workers, including employees of hospitals and religious institutions;

5. Payment of benefits to workers who are unemployed because of the closing of the factory in which they are working for a holiday period, if they do not fill the conditions which give them the right to holiday pay;

6. Determination of a new method of establishing the number of days a worker has worked in a week when he has been on part time. We suggest that this number be determined by dividing the total hours actually worked by the number of hours in the normal working day.

Family Allowances

The CCCL recommended that the Government increase the amount of family allowances in proportion to the increase in the cost of living.

Income Tax

The decision by the federal Government to permit the deduction of union dues from the taxable revenue was well received by the CCCL.

As a second step, the organization suggested that the Government authorize the workers to deduct annually from their taxable revenue an amount equal to 10 per cent of the value of the tools that they need to accomplish the work of their trade. This exemption, stated the CCCL, would parallel the privilege of depreciation enjoyed by employers.

The CCCL again requested that the individual exemption from income tax be \$1,500 for the single person and \$3,000 for married persons plus an allowance of \$400 for each dependent.

"The Government could no doubt recover by more appropriate taxation of profits," it added, "the revenues that it would lose by an increase in individual exemptions."

The second part of the brief also contained a number of specific suggestions on the subject of income tax.

Respect for the Rights of Man

The CCCL regretted that the Minister of Justice had not taken into account the numerous interventions it made through him and that he did not make use of his "special powers of pardon" to permit a permanent member of the CCCL to avoid "the bad treatment that he was receiving in a Montreal prison".

"The CCCL hopes," added the brief, "that the Canadian Government will not again permit incidents of this nature, which are beneath a civilized nation, to occur."

Diplomatic Representation to the Vatican

Pointing out that there are, at the present time, 23 countries which have an ambassador to the Holy See and that the President of the United States intends to carry out his decision to name a diplomatic representative to the Holy See, the CCCL stated that the time has arrived for the Canadian Government to make the same gesture.

The CCCL and the great majority of the population of the country favour such a nomination. We know that this question is under consideration by the Prime Minister and we hope that he makes a decision soon.

Canada has become an international power. Its dependence on the permanent mission of Great Britain to the Vatican is no longer necessary. It should have its own representative to obtain all the information it needs when it needs it. There are, at the present time, 23 countries which have an ambassador to the Holy See, and among them

are France, England, Holland, India, Japan and Egypt. The Vatican is therefore a diplomatic centre of first importance from which Canada can no longer hold itself aloof.

Declaration of Principles

The brief drew attention to the Declaration of Principles* the CCCL adopted at its convention last September which "establishes its doctrinal positions on all the important questions raised by community life". This declaration, stated the brief, receives its inspiration from the Christian social doctrine which is recognized as a doctrine of peace and justice.

New Governor-General

The CCCL received with "enthusiasm" the news of the nomination of His Excellency Vincent Massey to the position of Governor-General of Canada.

This nomination of a Canadian to Rideau Hall marks a new step toward national sovereignty and meets, we feel sure, with the approval of the great majority of Canadian citizens.

Canada and the International Situation

The brief noted with regret that the year 1951 did not show any noticeable progress toward peace. The CCCL deplored the fate of the Korean people and also the tension between the East and the West, which "does not permit us to entertain much hope for the future".

The CCCL could not insist too much on the profound desire for peace which animates the workers and on the legitimate fear that they have at the sight of this considerable accumulation of armaments in an agitated world, which has a greater need of bread, lodging and clothing than atomic bombs.

Communism is a world menace which will not be beaten on battlefields but on social and economic grounds. As long as millions of human beings are deprived of the necessities, as long as wealth is not more fairly distributed, as long as the dignity of man is not respected, the world will remain in a state of violence in which a war may be started.

Added Brief

In the second half of its memorandum, the CCCL presented a summary of requests already referred to the federal authorities, requests that the organization, at its last convention, decided should be submitted again.

The CCCL stated that it is against compulsory training in time of peace and that it does not see any valid reason which would justify national registration.

It again hoped that the Government will adopt as soon as possible a "distinctive" Canadian flag which will not include any foreign emblem. The design of the red and white triangles with a green maple leaf in the centre proposed by the League for a Canadian Flag appeared to the CCCL to be the one which would be the most appropriate for Canada.

Right of Association, Collective Bargaining

Pointing out that one of the great social gains made by the worker is the right to associate and its complement, the right of collective bargaining, the CCCL regretted that considerable groups of wage-earners are deprived of the privileges of the law. It cited the Arsenal employees as an example. Other groups such as federal civil servants and employees of the Queen's Printer in their legitimate union activities, "are faced with obstacles which often make illusory their right of association," the memorandum said.

We understand that the work of a certain number of these wage-earners is so closely connected with the common welfare that they cannot be treated in the same way as workers in private industry. But, even if it is necessary to impose certain restrictions on them, they cannot be deprived of their natural right of association and right of collective bargaining.

Other Requests

The CCCL also asked the Government to exercise a closer supervision on the entrance of immoral publications in this country, to grant more effective protection to the glove industry, to adopt the universal calendar, and to support its attempt to have the International Labour Office organize a special commission to study the problems of the employees of governments and municipalities.

Gérard Picard

Gérard Picard, President of the CCCL, prior to the reading of the brief, thanked the Government for its welcome and offered the sympathies of his union to the Prime Minister on the death of his brother-in-law.

Raising the question of unemployment, Mr. Picard asked the Government to pay special attention to the situation in the textile industry. He also drew the attention of the Government to certain strikes in that industry, pointing out that it was

*See LABOUR GAZETTE, NOV., 1951, p. 1492.

strange that companies, in receipt of defence contracts, were opposed to collective bargaining. "The Government," said Mr. Picard, "should let them know that the principle of collective bargaining is recognized by law."

After the reading of the CCCL brief, Mr. Picard spoke again to emphasize certain points.

Referring to the cost of living, Mr. Picard suggested that the new consumer's price index make use of a typical family budget, arrived at through a cross-country study. He pointed out that such a budget was used in the United States and urged that the Dominion Bureau of Statistics explore this suggestion.

The CCCL President thanked Mr. Gregg and the officials of the Department of Labour for their close co-operation during the year.

Mr. Picard, speaking briefly on the subject of immigration, asked the Government to keep in close touch with the main labour organizations in Canada to determine the manpower needs of the industries. He insisted that labour unions should be consulted on immigration. Indicative of the interest taken by the CCCL in immigrants, Mr. Picard said, was the hiring by his organization of a European trade unionist and linguist to assist new arrivals as an employment consultant.

The President then suggested larger labour and employer delegations at the various International Labour Organization meetings. Pointing out the benefits derived by the delegates from the meetings, Mr. Picard stated that the number of technical delegates is set by the number of important subjects to be studied and that the number of delegates sent by Canada is not sufficient.

"We consider these meetings very important for the labour movement as they allow a closer relation with international labour and because they are a precious source of information," added Mr. Picard.

He then suggested that the Government send one labour delegate and eight technical advisers, two for each of Canada's main labour organizations to the ILO sessions. Mr. Picard also suggested that the employer delegation be increased.

In closing, Mr. Picard congratulated the Government on posting Pat Conroy as labour attaché to Washington. Pointing out that the Government has chosen "the right man in the right place," he expressed the wish that more labour attachés be sent to other capitals of the world.

Government's Reply

Speaking for the Government, Mr. Howe dealt at length with the present situation in the textile industry. Assuring the delegates that the Government is vitally interested in this situation, he noted, however, that Canada faces a condition that is world-wide, one that is primarily the result of variations in the cost of wool, cotton and other textiles.

This condition is created by the public, explained Mr. Howe, who buy extensively when prices are rising, believing that they will continue to rise, and who pull out of the market when prices are falling, believing that prices will continue to fall.

In support, Mr. Howe pointed out that savings, in Canada and in the United States, have increased of late and that demand has accordingly decreased.

Repeating that this situation is world-wide, Mr. Howe stated that unemployment in the textile industry is felt in Lancashire, in New England and in Japan.

Mr. Howe drew to the attention of the delegates certain signs indicating that things are improving. He noted, in particular, the needle trades in Winnipeg, which are now experiencing an upsurge.

On the questions of imports and their effect on prices and unemployment, the Minister said that imports were actually decreasing.

Mr. Howe also thought that inflation is now reversing itself and said that the cost-of-living index, according to preliminary figures for March, is on the way down.

"I have excellent reasons to believe," he said, "that this trend will continue."

If the present unemployment conditions were due to imports, he added, we could do something to help it; but such is not the case.

As to strikes, Mr. Howe pointed out that perhaps it was not a good idea to have strikes in an industry that is at present depressed.

The Minister of Trade and Commerce then stated that with the present price maintenance legislation, the merchant and the retailer are now responsible for the prices charged to the consumer.

He also revealed that further amendments to the Combines Investigation Act will be considered at the present session.

Mr. Howe assured the CCCL delegation that its recommendations on the use of a typical family budget will be forwarded to the Dominion Bureau of Statistics. He stated, however, that

because of the size of the country and its regional differences in living standards and habits it might be difficult to arrive at a typical family budget.

On the subject of unemployment, Mr. Howe pointed out that this is a "sticky" time of the year. With the opening up of navigation, stated the Minister, seasonal industries will begin to take on extra labour. Recalling that defence production is also picking up, he ventured to predict that by June there would be no unemployment problem.

Hon. Alphonse Fournier

The Minister of Public Works, speaking to the delegation in French, stated that the Government considers the labour unions among its best advisers and that it is always glad to receive their suggestions on labour matters. He assured the CCCL delegation that its claims will be looked into by the Government and the officials of the various departments concerned.

Referring to the workers' desire for peace, Mr. Fournier stated that in order to obtain such a peace, individuals and nations must adhere to certain principles, certain ideals. "It is impossible to obtain peace," he added, "as long as certain people advocate a way of life that is repulsive to us."

Reviewing briefly the part played by Canada in the United Nations and the North Atlantic Pact, Mr. Fournier insisted that Canada has to meet certain obligations that are costing her over two billion dollars annually. "That is a heavy burden that rests on every taxpayer," he said.

Mr. Fournier also stated that the Government is always trying to improve its social legislation but that it is impossible, with such an outlay for defence, to think of increases. The Minister of Public Works drew attention to the progress made in the last ten years in the field of social security.

"We are going at a pace that many nations have not been able to follow," he said. "We must now pause. We do not wish to find ourselves in the position of having to withdraw what we already have granted to the Canadian people," added Mr. Fournier.

Speaking briefly on the textile industry, analysed at length by Mr. Howe, the Minister of Public Works said that there is no dumping in Canada. He also stated that he is against high tariffs as being a restriction on the liberty of commerce and trade.

Mr. Fournier pointed out that the feelings of Canadians on immigration have changed over the years and that Canada is now pursuing a program of selective immigration.

Mr. Fournier pointed out, however, that "it is the policy of the federal Government to maintain the equilibrium that exists between the different ethnical groups in Canada."

As to the question of taxation, Mr. Fournier pointed out that he did not know the intentions of the Minister of Finance. He drew the attention of the delegates, however, to the fact that there are not enough "rich people" in Canada to carry the burden of a four-billion dollar budget. He then added that the expenses incurred for defence do not augur for a lighter burden of taxes.

Hon. Milton F. Gregg

The Minister of Labour turned his attention to the Unemployment Insurance Act. Noting that it is a "very delicate and sensitive piece of legislation," he said that is under "constant review." He revealed that the Act will most likely be amended at the present session so that it may better serve the interests of everybody.

Mr. Gregg, however, drew the attention of the delegates to the fact that one must not endanger the success of that legislation by overloading it with too costly expenses. He pointed out that benefits must be related to the payments being paid into the fund. Thus it is, explained the Minister, that in March, 1952, the intake into the fund equalled what was being paid out during the same month.

He then noted that it is the policy of the Government to extend the coverage of the Act so far as it is possible to do so. He stated that the inclusion, under the Act, of a certain number of hospital employees is under consideration but added that hospitals have already made representations claiming that the added costs would increase substantially the cost of hospitalization.

Mr. Gregg advised the CCCL to get in touch with the Unemployment Insurance Commission to study specific points.

The Secretary of the CCCL, Mr. Marchand, then asked the Minister of Labour the purpose of the unemployment insurance fund. He stated that it was inadequate if it was to take care of mass unemployment as in the years 1930 to 1939 but that it was more than adequate if it was to take care of seasonal unemployment.

Mr. Gregg replied to Mr. Marchand that around 66 per cent of those now employed in Canada are covered by unemployment insurance and that until all workers are covered the fund can not be expected to take care of all full-scale unemployment.

The fund, added the Minister, is at present on a sound actuarial basis to provide insured people with benefits for the rates at which they, their employer and the Government make contributions.

On the subject of labour representation at the ILO, Mr. Gregg pointed out that the Government, in considering the number of technical delegates to send to ILO meetings, must also think of the cost. He stated that the Government hopes, in June, to send six labour, six employer and six Government delegates to ILO.

Hon. Walter E. Harris

The Minister of Citizenship and Immigration, stating that the worker has every right to see that his job is guaranteed, said that immigration would increase the welfare of the people. He added, however, that immigration, in numbers alone, is not enough and that the needs of the industries must be considered. On that subject, Mr. Harris pointed out that his Department tries to keep pace with the needs of the industries and that its overseas representatives have been informed that at present there are no openings for textile workers in Canada.

Mr. Harris also refuted the CCCL argument that half of 1951's immigrants are

at present unemployed. He pointed out that some 2,000 immigrants are still in camps run by the Department of Immigration, awaiting jobs, but that they will all find work in a few weeks.

Mr. Harris also said that, as far as he could ascertain, the number of immigrants unemployed was between four and five thousand.

The Minister of Immigration, after saying that he would prefer not to bring in any immigrants than to keep them unemployed in camps, added that Canada could still grow by natural increase in her population and by immigration.

Cabinet Members Present

The CCCL delegation was received by the Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production, accompanied by the Hon. Milton F. Gregg, Minister of Labour; Hon. Alphonse Fournier, Minister of Public Works; Hon. Walter E. Harris, Minister of Citizenship and Immigration; Hon. Douglas C. Abbott, Minister of Finance; Hon. Stuart Garson, Minister of Justice; Hon. Paul Martin, Minister of National Health and Welfare; Hon. J. J. McCann, Minister of National Revenue; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Robert H. Winters, Minister of Resources and Development; and Hon. Alcide Côté, Postmaster-General.

A number of Members of Parliament from Quebec also attended the presentation of the CCCL brief.

Railway Transportation Brotherhoods

Government action to safeguard movement of trains from hostile acts of Doukhobors sought by Railway Brotherhoods. Brief also requested amendments to Railway Act and National Harbours Board pension plan

Immediate Government action to maintain law and order on certain sections of the railroad in the West Kootenay area of British Columbia, constantly under threat of acts of violence by the Sons of Freedom, a Doukhobor sect, was urgently sought by the Dominion Legislative Committee of the Railway Transportation Brotherhoods when it presented its annual memorandum to the Cabinet.

Emphasis was also placed on an earlier request for statutory provision, through an amendment to Section 250 of the Railway Act, for side clearances, as a safeguard for

employees involved in the movement of cars and trains, and on the request for a revision of the National Harbours Board pension plan.

Other recommendations contained in the brief concerned the adoption of a national transportation policy, warning signals at railroad crossings, price and rental controls, increased income tax exemptions, amendments to the Unemployment Insurance Act, housing, immigration, old age security, a medical health plan and labour representation on public bodies.

On the Doukhobor problem, the Government took the view that the preservation of law and order is the responsibility of the provincial Government. In the matter of statutory provision for side clearances and that of a revision of the National Harbours Board pension plan, the Government promised sympathetic consideration.

The delegation, headed by J. L. D. Ives, Chairman of the Committee, was welcomed by the Minister of Trade and Commerce and Defence Production, the Rt. Hon. C. D. Howe, who expressed regret that the Prime Minister was unable to be present owing to the death of his brother-in-law.

The Doukhobor Problem

"Immediate firm action" by the Government to deal with the situation in British Columbia was demanded. Canadian Pacific Railway employees in the West Kootenay area, particularly Nelson to Midway, the brief stated, have been, and are, suffering from the "unlawful acts" of the Sons of Freedom. So grave is the situation that, on the insistence of the employees, since June, 1951, all operation of trains between the hours of 9 p.m. and 3 a.m. has been discontinued on certain sections, thus causing a "major disruption" in transportation services and a "material loss in earnings to both the railway company and its employees." Owing to the nature of the terrain, train operation in this area, it pointed out, is hazardous at the best of times, demanding full attention of operating crews, free from fear of dynamited tunnels, bridges and tracks. It was feared that "intensified acts of violence" were planned for the months of April and May.

The British Columbia Joint Legislative Committee of the Transportation Brotherhoods made representations to the Attorney-General of the province but was told that the question of safe train operation is the responsibility of the federal Government and the Canadian Pacific Railway, the brief explained. A meeting, however, between the Joint Committee and the Consultative Committee on the Doukhobor Question was arranged by the Attorney-General. The meeting recommended a short-term plan, calling for more intensive track patrol with armed guards on tunnels and bridges on the 147 miles of the CPR right-of-way, in addition to an undetermined number of miles on the Great Northern Railway.

While a permanent solution may be found ultimately by the Consultative

Committee, the railway workers are seeking immediate relief, it was submitted. Since 1931, the Doukhobors by their acts "have been damaging railway property and endangering the lives of railway employees and the travelling public . . . and only the superhuman vigilance of the railroad employees prevented major railroad wrecks with attendant loss of life and property."

The brief requested the federal Government to provide a sufficient force to guard all railway bridges and tunnels, including an intensive track patrol, so that railway employees might perform 24-hour service. "The employees, as citizens of this country, are entitled to the protection requested," it declared.

"Further, it is this Committee's contention that one of the prime duties of the Government is to maintain peace and order in the country so that Canadian citizens may follow their employment free from riot and disorder. It is now plainly evident that one section of our citizens cannot follow their employment free from riot and disorder and we, therefore, contend that the failure of the Government to maintain peace and order renders it liable for compensation for loss of earnings to those Canadian citizens deprived of that right."

The Railway Act

The Committee again urged amendment of the Railway Act, Section 250, to provide for statutory side clearances applicable to all railway lines and tracks, regardless of when such lines or tracks were built, "in a manner proposed to the Royal Commission on Transportation, in order to safeguard properly the lives of the employees involved in the movement of cars and trains."

Attention was called to a previous request for an amendment to the Act (Section 308, subsection 2), to provide that where applications are made by municipal authorities for restriction of warning whistles or bell signals at highway crossings, approval of the Board of Transport Commissioners shall be given only if proper "manual protection or mechanical warning devices are provided."

National Harbours Board Pension Plan

Revision of the National Harbours Board pension plan as applied to operating employees of the Board's railways was requested, whereby they will be placed on an equal footing with other railway employees in Canada. The service performed by these employees, stated the

brief, "is similar to that required of like employees of the standard railroads and therefore they should receive similar treatment, not the least of which is an opportunity to contribute on a fair and proper basis to the establishment of a satisfactory pension equity."

National Transportation Policy

Noting that a recent judgment of the Supreme Court of Canada conceded to the federal Government the right to control and regulate international and interprovincial motor traffic, the brief urged implementation of an amendment proposed by the Royal Commission on Transportation, which "would take care to a large extent of the request made to it by this Committee, namely, that uniform and effective regulation and control be applied now to all forms of transportation for hire, including that on the highway."

Price and Rental Control

Reiterating its request for price and rental control, the Committee urged the Government to reconsider and revise its policy with a view to bringing in such control and a roll-back of prices "in order that all Canadian citizens may obtain an adequate standard of living."

The Income Tax Act

"Due to the burden of heavy taxation, the average wage-earner, in his efforts to provide a reasonable standard of living, a home for his family, education for his children, insurance protection and medical and dental care, is compelled to forego many everyday necessities; moreover, he is unable to make provision for future security," the brief declared. Some measure of relief through an increase in the statutory exemptions was requested by the Railway Brotherhoods.

"We submit that, in arriving at the amount of exemptions to be allowed taxpayers, the first governing factor should be the principle that a reasonable standard of living be assured before income tax is imposed." The exemptions suggested were: \$1,500 for single persons; \$3,000 for persons with dependents; and \$500 for each dependent not eligible for family allowance; dependents to include any attending universities, colleges and other educational institutions, as well as vocational courses, regardless of age, and all medical and dental expenses to be deductible.

"Taxation is not considered a factor in the compilation of cost-of-living statistics

and the adjustment of wage rates," the brief stated, "therefore, it is our opinion that the above proposals and principles are fair, consistent and worthy of your favourable consideration."

Appreciation was expressed of the Government's action in allowing trade union dues to be deductible.

Unemployment Insurance Act

Referring to the Unemployment Insurance Act, the brief commended the Government on the manner in which the Act is being administered. Stating that, while wage and salary earners have received material assistance through unemployment insurance and a free employment service, the Act does not adequately meet the needs of the unemployed person and the person incapacitated through illness, the brief requested that the Act be studied with a view to amending it to provide: (1) reduction of the nine days waiting period to three days; (2) extension of its coverage to employees of hospitals and charitable institutions not carried on for purpose of gain; and (3) sickness disability insurance for all insured workers.

Housing

Referring to the housing problem, the brief asked that the Government view it in the light of "a national emergency, second only to the national defence program."

Immigration

The brief contained a request that the Government restrict immigration, except from Commonwealth countries and the United States, during periods of seasonable unemployment, and urged greater care in the selection and screening of prospective immigrants.

Old Age Security

While expressing appreciation of the Government's action in providing old age pensions without a means test for persons 70 years of age, the Committee said it had been hopeful that the allowance would be greater and that the qualifying age would be 65 rather than 70 years.

Health Services

The Government was commended for its leadership in the field of scientific medical research. Establishment of clinics for the preventive and curative treatment of tuberculosis, cancer, arthritis and rheumatism

was urged. The Government was also asked to consider the adoption of a national health insurance scheme which would insure "adequate and timely medical treatment, hospitalization and dental service."

Labour Representation

Appointment of representatives of labour to boards, commissions and other public bodies was again urged. "Such representatives," the brief said, "are in a position to bring to any tribunal an intimate knowledge of the views of workers which would not otherwise be obtainable and also assurance of co-operation in the application of decisions." The opinion was also expressed that a similar policy in filling vacancies in the Senate would likewise be in the national interest.

Industrial Relations and Disputes Investigation Act

Referring to delays experienced in negotiating amendments to agreements governing rates of pay and working conditions for railway employees, the committee requested that Section 13 of the Act be amended to provide that notice may be served "within a period of four months preceding the date of expiry of the term of, or preceding the termination of an agreement."

Education

Expressing approval of the Government's "announced intention to render financial assistance to all Canadian universities," the brief proposed that the federal Government "should be authorized through appropriate agreements with the provinces to recognize and accept a proper proportion of the responsibility for the education of our citizens and to lend financial assistance where need of such assistance is evident."

The Committee recognized that the provision of educational facilities falls within provincial and municipal jurisdiction but pointed out that in many instances these authorities are unable to meet the increasing obligations and responsibilities. Such increasing obligations, it said, "result to a greater or lesser degree from the influx of European immigrants under the Government's current immigration policy."

Other Recommendations

The brief also reaffirmed the Joint Legislative Committee's previous representations in support of public ownership and govern-

ment control of radio broadcasting and televising, under the trusteeship of the Canadian Broadcasting Corporation.

Attention was drawn to a previous special submission with respect to protection at railway-highway crossings, with particular reference to the Trans-Canada highway.

In view of the Government's promise at a previous submission to consider the Committee's request for exemption from customs duty of automatic block signal equipment, the Committee expressed the hope that railways would be encouraged to make further and extensive installations of such warning signals.

Signatories to the Joint Legislative Committee's brief were J. L. D. Ives, Chairman of Committee, Order of Railway Conductors; W. H. Phillips, Vice-Chairman of Committee, Order of Railroad Telegraphers; A. H. Balch, Brotherhood of Railroad Trainmen; J. B. Ward, Secretary of Committee, Brotherhood of Locomotive Engineers; J. G. McLean, Brotherhood of Locomotive Firemen and Enginemen; and J. E. Roy, Brotherhood of Maintenance of Way Employees.

Government's Reply

Replying for the Government, Mr. Howe thanked the delegation for presenting its brief. "We have here," he said, "the Ministers who can deal with the particular matters."

Doukhobor Problem

Considerable discussion took place on the Doukhobor question. Replying to the Joint Legislative Committee's appeal for protection in British Columbia, the Minister of Justice, Hon. Stuart Garson, said it was a question of whether the preservation of law and order is a federal or provincial duty. "By the British North America Act," he said, "the duty and responsibility of administering law and order and justice fall clearly upon the provincial Governments."

This seems to be an attempt, he said, to get the federal Government to step into a situation not of its own creation on the ground that the federal Government has authority over the railways. It is parallel to the police chief of a city asking Ottawa to guard the banks in view of a large number of bank robberies, because the federal Government has authority over banking.

Mr. Garson said he was glad the Committee had gone back to 1931 when listing examples of Doukhobor terrorism. "It was not only in the province of British

Columbia that the Doukhobors were breaking the law. Many of you still remember that there were all kinds of atrocities in the province of Saskatchewan. You all know that there are thousands of Doukhobors still living in Saskatchewan, good citizens in every way, living orderly lives. They became that way because the province bore down upon the malefactors. They did not do any more than apply the same kind of justice that they applied to other citizens of the province. The result was that they completely put down all of these atrocities in their province, and peace and order has since prevailed among the many thousands of Doukhobors. Your brief shows that over a long period of years the application of justice in British Columbia has not been attended with the same success as is the case in Saskatchewan.

"When the RCMP was sent to British Columbia in 1949," Mr. Garson said, "the federal Government made it clear that it was doing no more than co-operating with the province's request and was not assuming responsibility. Payment was insisted upon merely to emphasize where the responsibility of law enforcement lies. This question is nothing more or less," Mr. Garson repeated, "than a matter of administration of law and justice and the maintenance of law and order, and is completely a provincial responsibility."

There was a misunderstanding, Mr. Garson thought, as to the jurisdiction of the Board of Railway Transport Commissioners. "They have never had responsibility for the safety of passengers," he said. "The position is exactly the same as on ships. Take, for instance, the seamen's strike, and the disturbances which arose out of it. The federal Government has jurisdiction over the movement of ships but the federal Government does not have jurisdiction over the law and order on ships. The responsibility lies with the attorney-general in the area."

Replying to Mr. Ives' contention that the federal Government was responsible in the first place for bringing in these people, and should therefore take some responsibility, Mr. Garson said the federal Government had done everything it could. "I am afraid that every time the federal Government makes a move, it is later charged that we have assumed responsibility. We have no constitutional responsibility."

Mr. Garson suggested to the Committee that it work out a plan and, if it can be shown that there is insufficient money to carry it out, he intimated that the federal

Government might be able to do something, on the understanding that it was not its responsibility.

The Railway Act

Speaking on the proposed amendments to the Railway Act, the Minister of Transport, Hon. Lionel Chevrier, said the Royal Commission on Transportation had recommended against amending Section 250 in respect to provision for statutory side clearances. He would, however, ask the Board of Transport Commissioners to consider it again, if it is in favour, he could see no objection to amending the Act. He would like first to get the views of the Board.

Concerning Section 308, which refers to warning whistles and bell signals at highway crossings, Mr. Chevrier thought the Board of Transport Commissioners already has the power to carry out this recommendation without having to amend the Act.

Mr. Ives explained that the Joint Legislative Committee had been pressing for an amendment to Section 250 for the reason that it was anxious to avoid hazards for the men it represents. Rolling stock, he said, has increased in width and height, and clearances that were adequate 20 years ago are inadequate today; in some cases there is no clearance whatsoever.

An amendment to Section 308, Mr. Ives said, was being requested for the protection of both railway employees and the public. There are too many accidents now where both bell and whistle are being sounded, he said. "If you deprive the railway of the right to use either one, or both, you are creating hazards. We believe it is very essential to have an amendment to Section 308."

National Harbours Board Pension Plan

Mr. Chevrier said he understood the NHB pension plan is very similar to that of the Civil Service, which is "much better than that of the railways," and that when it was introduced the Brotherhoods were in favour of it. He could see, however, that there is some difficulty with the terminals at Vancouver. One of the reasons for the difficulties there, Mr. Chevrier explained, is because negotiations are taking place with the Harbours Board in connection with turning over its facilities to the CNR.

After considerable discussion, the Minister promised to take the matter up with the Harbours Board.

National Transportation Policy

Control of motor traffic is a very difficult matter for the Government to undertake, Mr. Howe said. The Supreme Court of Canada ruled last year that it is within federal jurisdiction but unless Parliament grants it the right, the Government cannot take the responsibility, he said. "We have attempted to introduce bills and each time they have been thrown out."

The Royal Commission on Transportation had recommended such control, Mr. Chevrier told the delegation, but the Government has not yet had an opportunity of studying all sections of the report.

Cost of Living and Price Control

"I really think we've reached the peak," Mr. Howe told the delegation. "I've never said that before but I do now, because there is substantial evidence to support me."

Mr. Howe said the February cost-of-living index would show a decline from the January level, and that preliminary estimates indicated a substantial drop in March, perhaps as much as two points.

People, the Minister said, had drawn parallels with the last war but he did not think there was any comparison at all. "During the war we had a situation causing inflation through lack of goods. We acted at that time with some success." Shortages have developed today, he said, because people had the war psychology and bought in anticipation of shortages. As a result, shortages occurred and prices rose. It was not the impact of defence. "Even today, defence requirements are not bearing very heavily on supplies, but there was that psychology of a rising market and everybody bought." People thought that automobiles would go off the market, he said, but there was a record production last year.

"It was that psychology that was driving prices up, and the Government thought the best way to tackle it was by discouraging the people from buying through taxation." Since around last July, he said, people have not been spending money to the same extent and savings have been going up. "The scrimmage being over, prices are breaking." There is evidence in many directions, he said.

"One thing which may upset things, however, are continuous demands by labour, because labour represents a large part of the cost of goods." Mr. Howe cited the United States steel industry as an example,

saying that if labour's demands are met the price of steel will rise \$12 a ton, with far-reaching effects on all industries.

Replying to statements that the cost of living in the United States, under price controls, hasn't risen as steeply as in Canada, Mr. Howe thought that in another year there would not be much difference between the rates of rise in the two countries.

In conclusion, he said, "I think the cost of raw materials is on the down-grade, and the cost of living also. I therefore believe that the problem of inflation is checked and, unless war comes, it will cease to be with us. That is the belief of those with whom I am associated. I still believe we took the right course and were not unwise in tackling the problem of inflation as we did."

Taxation

"We cannot anticipate the budget speech," Mr. Howe said. "We hope that Mr. Abbott will not make things any worse, but may make them a little better."

Unemployment Insurance Act

Referring to the amendments proposed to the Unemployment Insurance Act, the Minister of Labour said that the proposal to shorten the waiting period is now being studied by the Unemployment Insurance Commission and by the advisory board to the commission.

As regards coverage of hospital employees, Mr. Gregg said, the Hospital Association is opposed to it on the ground that it would increase their operating expenses, and it would be necessary to get the money from somewhere—from the patients or from someone else. "We have delayed going forward with it because the hospitals have protested so strongly against it. However, I am hoping the hospitals will be able to adjust their budgets so that they will not be too hard hit, and I think they are entitled to that delay."

On the question of sickness disability insurance, the Minister thought that when it comes to the point that such a plan could be worked out there would have to be an amendment to the British North America Act, and its administration would have to be under the Department of Health and Welfare.

Immigration

The Minister of Immigration is fully conscious of the fact that he must fit his immigration program into the Canadian

labour situation, Mr. Howe told the delegation. "The Government will see that the labour situation is not upset by immigration," the Minister promised.

Speaking on behalf of his own Department, the Minister of Labour said that it is closely co-operating, through the Unemployment Insurance Commission, with the Department of Citizenship and Immigration to obviate the difficulties put forward. The ideal, he said, would be for workers to come in during the summer, and their dependents during the winter, but it is not possible for the Department of Citizenship and Immigration to pick people up and put them on the ships exactly at the time it wants them.

Social Security

Progress has been made in social security, Mr. Howe said, and referred to unemployment insurance, family allowances and old age pensions. "We would like to go further and faster" he said, "but I think you will agree that progress must be steady. We cannot impose too heavy a burden on the people."

Before the Government could undertake a health insurance program it must be sure that the facilities are available. The Minister said he hoped before long to be able to guarantee health service to all Canadian citizens. We are increasing our hospital space, he said: the Government is giving \$35 million dollars a year to the provinces to assist them in enlarging hospital accommodation.

Industrial Relations and Disputes Investigation Act

Referring to the Committee's recommendation that it be made lawful to serve notice within four months of an agreement's termination, Mr. Gregg said: "This is a new suggestion." At first glance, he felt that such an arrangement could best be arranged through collective bargaining.

He would, however, discuss the matter with officers of his Department. He was hoping, he said, in view of the fact that the Act is working fairly well, that it would not have to be amended at this session of Parliament.

"You suggest that the four-month period might be incorporated under the agreement. The Act says 60 days," remarked Mr. Ives.

Mr. Gregg replied that the two-months provision was put in the Act to allow another organization to make application for certification. It was thought at the time that it would be sufficient, he said, and that it was as well not to grant more time. He pointed out that the parties can always reach any agreement they like, except that the term of the agreement must not be less than a year.

Education

"This is a very difficult matter indeed," Mr. Howe said about educational grants. "A move has been made in this direction in offering money to the universities. We devised a plan that seems to us reasonable, and attached no strings as to how the universities should spend the money, but you might be interested to know that we are having difficulty in getting one province to accept the money. When once the federal Government moves into the secondary education field, even to the extent of contributing to teachers' salaries, we are getting into trouble. That is the situation as it exists."

Cabinet Ministers Present

Members of the Government who received the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods were: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Defence Production; Hon. Milton F. Gregg, Minister of Labour; Hon. Lionel Chevrier, Minister of Transport; Hon. Stuart Garson, Minister of Justice; and Hon. Hugues Lapointe, Minister of Veterans Affairs.

Seasonal Unemployment

It has been estimated that a minimum of 150,000 persons in Canada are seasonally unemployed each winter even when economic activity is high. Types, magnitude and effects of such unemployment are described here

Seasonal unemployment may be defined as unemployment which occurs regularly each year as a result of normal climatic changes or of other circumstances which arise at particular times each year. As such, seasonal unemployment is by no means confined to Canada. It is found in many countries, its pattern depending to a considerable extent, though not entirely, on the latitude. For example, Canada, the Netherlands, Switzerland, Norway and Sweden all have their periods of peak employment in the late summer or fall and of peak unemployment in the winter or early spring. On the other hand, in more southerly countries such as the United States and France there is little seasonal variation in over-all unemployment levels. Figures for the United Kingdom also show little seasonal variation but this is probably due to the higher proportion of secondary industry in Great Britain, rather than to its geographic position. This fact illustrates the further point that the more dependent a country is upon primary industries, the greater its seasonal unemployment problem is likely to be.

Unemployment resulting from seasonal factors may usefully be distinguished from one or two other main types of unemployment. The mass unemployment of the thirties was a result of changes in the over-all level of economic activity. Unemployment of this type is largely beyond the control of individual firms and industries and requires government and even international action to combat it. There is also some unemployment present in the economy at all times due to such factors as plants closing down temporarily and workers changing from one job to another. Unlike these and other types of unemployment, the distinguishing feature of seasonal unemployment is its regular yearly pattern.

Types

Industries in which seasonal unemployment occurs are of two main types. In the first case, the climate directly affects the character, timing and magnitude of productive activities. The most obvious

The National Advisory Council on Manpower, at its meeting in Ottawa on February 26, urged employers to do everything possible to arrange their work schedules so as to flatten out seasonal peaks and valleys in employment levels and thereby reduce the extent of seasonal unemployment in Canada. This recommendation was the result of a report, prepared by the Economics and Research Branch of the Department of Labour, which estimated that even in recent years of high economic activity a minimum of 150,000 to 225,000 persons were seasonally unemployed each winter. This recurring waste of manpower presents a continuing challenge to employers, employees and government alike.

example is agriculture, but canning, salt-water fishing, inland navigation, logging, and construction, particularly highway construction, are also directly affected by the season.

Other industries experience periods of high and low activity through seasonal changes in the demand for their products. Retail trade, for example, is at a peak from September till the end of the year. Christmas buying plays a big part here. Easter increases employment in the clothing industry, and fall buying makes for another peak at that time. Farmers buy most of their agricultural implements in the spring and summer. More fuel is sold in the fall and winter. The vacation season means more work for hotels and restaurants. Laundries and dry cleaning establishments also reach peak activity in the summer.

Measurement and Magnitude

For all industry, considered collectively, the period of peak activity is usually October and the period of least employment is late winter or early spring. The full extent of seasonal unemployment is nevertheless difficult to measure because not all workers holding seasonal jobs become unemployed for an extended period. One group of seasonal workers,

consisting mostly of students, housewives and retired persons, does not become unemployed at all. These people enter the labour force for a short period during the summer and fall but leave it when their jobs come to an end or the schools and universities reopen in the fall. Another group of seasonal workers avoids prolonged unemployment by moving from one industry or area to another as the seasons change. Farm workers and fishermen who go into the logging camps in the winter are one example. Workers who move from the eastern provinces to the Prairies, or vice-versa, with the harvest are another.¹

Not all persons with seasonal jobs leave the labour force or are able to obtain other jobs as the winter approaches. Some seasonal workers are looking for work but are unable to find it during the off-season. These are the seasonally unemployed. It is with them that serious economic and social problems arise.

A rough measurement of seasonal unemployment can be made by examining changes in unemployment in years of prosperity. By taking the maximum number of job applications listed with the National Employment Service for any given year of high employment and subtracting from it the minimum number for the same or the previous year, some idea of the magnitude of seasonal unemployment is obtainable. It is by this method that the figures quoted above—150,000 to 225,000 persons seasonally unemployed each winter—were obtained. These figures are, however, faulty in at least two ways. First, they exclude the number of persons who are seasonally unemployed at a time when unemployment is at a minimum, and second, they exclude seasonally unemployed workers who fail to register with the National Employment Service.

Effects

Seasonal unemployment is a waste and a burden—a waste of manpower and a burden for the community. Manpower has at least one characteristic which distinguishes it from other resources: an hour's labour unused can never be regained. In addition, the idle man, and perhaps a family as well, must be fed, clothed and sheltered. This direct burden may be borne jointly by employers, employees and the government through the Unemployment Insurance fund. Otherwise, the cost falls on public relief funds and private

savings. These expenditures are not, however, a solution to the problem. Fundamentally, the only remedy for unemployment is work for the unemployed.

Unemployment creates, moreover, indirect burdens. A seasonal worker is unable to obtain the skill that he might otherwise acquire. There are other intangible costs arising from idleness, frustration and reduced morale. And the burdens are not confined to those directly affected. Unemployment means, at best, reduced incomes and reduced incomes mean reduced expenditures, and consequently reduced employment and incomes for other people. Thus the "misery is spread".

Remedies

During the later war years of 1942 to 1945, the seasonal variations in employment were much less than in the pre-war period; in some industries they almost disappeared. Thus it is a demonstrable fact that, given the incentive, seasonal unemployment can be reduced in spite of the obvious difficulties.

There are two fundamental approaches to the problem of eliminating seasonal unemployment. The first is to stabilize activity on an industry basis—each industry builds up and retains its own labour force on a year round basis. The second approach is to stabilize activity for the economy as a whole, but to allow for variations in employment in individual industries. This remedy is dependent upon increasing the mobility of workers, so that they move quickly and with a minimum of uncertainty from one industry or area to another as labour needs rise and fall.

The stabilization of activity within a given industry on a year-round basis can be attempted in various ways. In some industries, where variations in demand occur seasonally, it may be possible to achieve stability through inventory adjustments. Or it may be possible to influence demand by price adjustments. The anthracite coal industry has increased its summer operations by offering coal at reduced prices at that time. Still another possibility is the diversification of production so that workers can be shifted within a plant from one product to another as seasonal demands change. The general public can also help by having household decoration, alterations and repairs made in the winter months. In other industries, like agriculture, construction and logging, where production is affected by the climate, stabilization may be largely a technical problem, dependent upon the development of new methods and

¹Cf., LABOUR GAZETTE, Oct., 1949, p. 1210.

materials. Nor should the importance of new ideas and concepts be overlooked. To some extent, seasonality is a result of tradition and ingrained habits of thought.

The other approach to the reduction of seasonal unemployment is by increasing the mobility of workers. This may mean the organization of long-distance movements of workers, such as is accomplished at the present time under the Federal-Provincial Farm Labour Agreements or through the clearance system of the National Employment Service. The clearance system facilitates both seasonal and permanent

transfers. A more satisfactory remedy from the worker's point of view may be the building up within an area of industries with complementary labour needs such as the farm-forest communities which already exist. In many cases this is a long-term proposition and depends upon the decisions of employers in locating new plants. If employers know that they cannot avoid seasonal variations of activity, it might sometimes be to their advantage to consider the seasonal patterns of local employment and build where the pattern dovetails with their own.

First Meeting of National Advisory Committee on Rehabilitation, Ottawa

Establishment of a specific federal grant for the rehabilitation of disabled is advocated. Early appointment of federal co-ordinator of rehabilitation, integration of facilities at local level recommended

Delegates to the first meeting of the National Advisory Committee on Rehabilitation in Ottawa February 20, 21 and 22 advocated the establishment of a specific grant by the federal Government for rehabilitation of disabled persons. The members of the Committee also asked for the early appointment of a federal co-ordinator for rehabilitation.

The Advisory Committee was formed as a result of recommendations passed at last year's National Conference on Civilian Rehabilitation¹ and is composed of members from federal and provincial governments, health and welfare voluntary agencies, the medical profession, and employer and employee organizations.

At the formation of the Advisory Committee, the Hon. Milton F. Gregg, Minister of Labour, announced that the ultimate objective of the rehabilitation program was to make available to the estimated 100,000 seriously disabled persons of working age in Canada the best treatment obtainable and the possibility of becoming rehabilitated to the point of being able to earn their own living and to contribute to the productive capacity of Canada. The National Advisory Com-

mittee was set up as the first major step in the long-range program of rehabilitation.

The meeting was opened by the federal ministers most concerned with the rehabilitation program: Hon. Paul Martin, Minister of National Health and Welfare, Hon. Hugues Lapointe, Minister of Veterans Affairs, and Hon. Milton F. Gregg, Minister of Labour. The delegates were addressed at the opening session by the Prime Minister, the Rt. Hon. Louis St. Laurent. The meeting was held under the chairmanship of Dr. F. G. McNally, Chancellor of the University of Alberta.

Report of Publicity Committee

A report by the publicity committee included several recommendations regarding the promotion of interest in the rehabilitation work being carried out in Canada. After several meetings by the committee, it was generally agreed that the major task in the public relations field with respect to the disabled was the breaking down of employer resistance to the hiring of disabled persons rather than actually creating an employment demand for such handicapped workers.

In order to focus the attention of the country on the disabled, the committee recommended that one of the major

¹See LABOUR GAZETTE, April, 1951, pp. 454-470 for details of National Conference.

national magazines be urged to write a story on the activities of the Montreal special placement section of the National Employment Service. It was further suggested that business, industrial and trade magazine editors be interested in running stories on employers who have successfully employed disabled workers.

Referring to the part that can be played by newspapers, the committee suggested that monthly reports be issued on the number of skills and skilled workers available to employers through the Special Placements Section of the National Employment Service. Semi-annual reports on the activities of the Section were also advocated as a means of bringing before the public the abilities of handicapped workers. More specifically, the committee called for feature articles in local papers on the successes achieved by disabled athletes, businessmen and women.

The committee asked that radio be used in order to publicize the success of the disabled in employment. In this respect it was recommended that radio dramatizations be produced and broadcast weekly. The radio programs would be sponsored each week by different business organizations and would contain no commercial advertising. The feature stories would be written, produced and directed by a commercial radio production agency with the contents of such programs being subject to the control of the publicity committee.

The committee's report emphasized that many of the recommendations involve the focusing of national attention upon matters of local interest. It noted that this procedure has proved to be of value in creating local interest in local problems. With respect to the radio programs, the committee suggested that the productions be scheduled on a 13-week trial basis, for local presentation, and that the programs be written in English and French.

Appointment of Federal Co-ordinator

The proposed qualifications thought to be desirable for candidates seeking appointment to the position as federal co-ordinator for rehabilitation were accepted by the Committee. It was agreed that the co-ordinator preferably should have a university education, although this qualification was not regarded as essential. Experience in the field of physical and vocational rehabilitation and a general knowledge of the existing facilities and services in this field were recommended as qualifications. In addition, it was stated

that the co-ordinator should be in a position to promote and carry out a rehabilitation program and to this extent should have had experience in organization, administration and negotiation with governmental and/or private agencies.

Reports of Special Committees

Working committees were appointed by the Advisory Committee to study the questions affecting personnel, placements, priorities and financial grants in connection with rehabilitation. A committee was also appointed to nominate the members of the executive for the coming year.

Personnel Committee

The committee's recommendations dealt with the skills needed in carrying out a rehabilitation program and the provision of educational facilities necessary to supply the trained personnel for a rehabilitation program.

The committee recommended that universities should provide undergraduate courses in rehabilitation and graduate courses for medical students in the medical aspects of rehabilitation. It suggested that the theory and practice of rehabilitation be taught in schools of nursing and that medical schools should establish degree or diploma courses in occupational and physical therapy. It was noted that disabled persons are particularly suitable for rehabilitation work and could be trained as therapists.

It was pointed out that medical social workers are in very short supply because of a shortage of instructional and supervisory staff. The committee recommended that hospitals serving schools of social work be granted subsidies in order that more staff might be employed. To alleviate the shortage of university-trained occupational and physical therapists, the committee recommended that such personnel be provided with trained "aides".

The committee noted in its report that the shortage of teaching staffs could be eased if additional funds were made available to students under the existing Department of Labour student aid program, in co-operation with the provinces.

Priorities Committee

The priorities committee stated, in opening its report, that there should be no such a thing as priority when it came to dealing with the disabled. All classes of the handicapped should receive the best treatment possible, it noted. The committee further reported that there was

insufficient information on hand at present to determine the most pressing problems associated with specific disabilities.

The committee recommended the early appointment of the federal co-ordinator in the field of rehabilitation. In connection with this appointment, it advised preparation of a report with specific proposals for early action by governments, voluntary groups and other interested agencies. It urged that rehabilitation units be established first in association with universities and hospitals. Priority should be given to this phase of the program, the committee declared.

It was suggested by some delegates that a registration of the disabled in Canada would be of value. This proposal was thought to involve a great amount of time and it was pointed out that, as rehabilitation programs were carried out, statistics on the various classes of the disabled would be accumulated. Spokesmen for the various affiliated organizations on the committee mentioned that at present their groups already possessed figures, which though not completely accurate, reflected fairly well the number of disabled within their respective bodies.

Placements Committee

The committee dealing with placements noted that certain areas in Canada have not taken advantage of the facilities for the training of the disabled under the provisions of the federal-provincial training agreements. The provinces were urged to establish such services and to take advantage of the federal assistance.

The committee also advocated that employers be encouraged to hire disabled workers wherever possible. In connection with the placements of the handicapped, the committee recommended that the federal Government make the necessary arrangements with rehabilitation centres in order that the Special Placement Officers of the National Employment Service can refer difficult cases to them. At such centres, handicapped workers would be medically examined by competent authorities and thus would not run the risk of being placed in occupations which were detrimental to their health.

To aid in dealing with the problems of the disabled at the local level, the placement committee recommended the establishment of local co-ordinating committees, with the Employment Office in the area assisting in their organization. The committee further recommended that the National Employment Service appoint an

officer in each region who would specifically deal with the placement of handicapped workers. To assist this placement officer, it was suggested that a male and a female officer be also appointed.

Committee on Rehabilitation Grants

The sub-committee studying grants made by the federal Government for health services, advocated that the committee act upon a resolution passed at last year's meeting in Toronto and request the federal Government for a specific grant for rehabilitation. Pointing out that the Government at present makes grants in aid of tuberculosis, cancer, venereal disease, mental illnesses, etc., the committee recommended that any grant made on behalf of rehabilitation be separate and distinct from any of these.

The committee also recommended that a study be made of all federal grants under the Departments of Health and Welfare, and Labour, with a view to determining to what extent and for what purposes such grants are being used and how they might be more effectively used for rehabilitation.

Nomination Committee

The nomination committee presented a slate of officers for the coming year. The slate, approved unanimously by the members, were as follows:—

Dr. F. G. McNally, Chancellor of the University of Alberta, and the Rev. Father J. C. Beaudin, Chaplain of the Victor Doré School for Crippled Children at Montreal, chairman and vice-chairman, respectively.

Executive Members:

L. W. Shaw, Deputy Minister of Education, Prince Edward Island; J. S. White, Deputy Minister of Social Welfare and Rehabilitation, Saskatchewan; Lt.-Col. E. A. Baker, Managing Director, Canadian National Institute for the Blind; Dr. H. Hoyle Campbell, President, Canadian Association of Occupational Therapy; Roy Campbell, Canadian Manufacturers' Association; F. P. Donovan, General Chairman, Brotherhood of Maintenance of Way Employees; and R. Edgar Guay, Professor, Ecole de Service Social, Laval University, Quebec.

The following are members of the Advisory Committee:—

Representatives of Provincial Governments:

A. H. Miller, Deputy Minister of Public Welfare, Alberta; F. T. Fairey, Deputy Minister of Education, British Columbia; C. R. Smith, Attorney-General, Manitoba;

Dr. T. A. Knowling, Director of Tuberculosis Dispensary, Department of Health, St. John's, Newfoundland; Dr. Ruth McDougall, Director of Maternal and Child Health, Department of Health and Social Services, Fredericton, N.B.; H. S. Farquhar, Director of Old Age Pensions, Department of Public Welfare, Nova Scotia; Ian Campbell, Director of Old Age Assistance, Department of Public Welfare, Ontario; L. W. Shaw, Deputy Minister of Education, Prince Edward Island; Gustave Poisson, Deputy Minister of Youth and Social Welfare, Quebec; and J. S. White, Deputy Minister of Social Welfare and Rehabilitation, Saskatchewan.

Representatives of Federal Government Departments:

C. A. L. Murchison, Commissioner, Unemployment Insurance Commission; J. W. Willard, Chief, Research Division, Department of National Health and Welfare; and G. H. Parliament, Director-General of Veterans' Welfare Services, Department of Veterans Affairs.

Representatives of Health & Welfare Voluntary Agencies:

Lt.-Col. E. A. Baker, Managing Director, Canadian National Institute for the Blind; John G. Counsell, President, Canadian Paraplegic Association; T. A. J. Cummings, Executive Director, Canadian Tuberculosis Association; E. A. Dunlop, Executive Director, Canadian Arthritis and Rheumatism Society; Elizabeth S. Govan, Secretary, Public Welfare Division, Canadian Welfare Council; and R. W. Hopper, Recording Secretary, Canadian Council for Crippled Children.

Representatives of the Medical Professions:

Dr. L. O. Bradley, Executive Secretary, Canadian Hospital Council; Dr. H. Hoyle

Campbell, President, Canadian Association of Occupational Therapy; Dr. Edmond Dubé, Medical Director, St. Justine Hospital, Outremont, Que.; Dr. Campbell Gardner, Chief of Service—Surgery, Queen Mary's Veterans Hospital, Montreal; Dr. P. L. L'Heureux, Medical Director, St. Boniface Hospital, St. Boniface, Man.; and Dr. Eustace Morin, Chief of Service—Medicine, Hospital of the Child Jesus, Quebec.

Representatives of Organized Employers:

Roy Campbell, Canadian Manufacturers Association; J. A. Lapres, Canadian Construction Association; Leonard W. Townsend, Canadian Bankers Association; and James Young, Canadian Chamber of Commerce.

Representatives of Organized Employees:

Gordon C. Cushing, General Secretary-Treasurer, The Trades and Labour Congress of Canada; Max Dodds, International Representative, District 6, United Rubber, Cork, Linoleum and Plastic Workers of America (CIO-CCL); F. P. Donovan, General Chairman, Brotherhood of Maintenance of Way Employees; and Gaston Ledoux, First Vice-President, Canadian and Catholic Confederation of Labour.

Representatives of Universities and Groups especially interested in Rehabilitation:

Rev. Father J. C. Beaudin, Chaplain of the Victor Doré School for Crippled Children, Montreal; G. F. McNally, Chancellor of the University of Alberta; R. Edgar Guay, Professor, Ecole de Service Social, Laval University; and Dr. J. C. Meekins, Director, University Clinic, Royal Victoria Hospital, Montreal.

West Germany's Large-Scale Scheme For Rehabilitation of Disabled Workers

Establishments must employ a stated percentage of disabled workers;
all employers have to give preference to handicapped job applicants.
First three years of scheme's operation reviewed in recent report.

The vocational training and rehabilitation of disabled workers has been organized on a large scale in the German state of North Rhineland and Westphalia, according to a recent report published by the state employment office. The report reviews the three-year period dating from October 1, 1948, during which the scheme has been in operation and during which state allowance have been paid to rehabilitated employees.

Under an agreement with the Ministries of Labour and Social Insurance, the state employment office assumed responsibility for the placement of seriously disabled workers. The following groups come within the scope of the agreement: persons of German nationality who, as a result of injury received on military service or of an accident or of both, "are suffering from a loss of earning capacity of not less than 50 per cent"; persons whose placement would not prejudice the opportunities of blind persons not covered by the first group and those who, though disabled by war or accident, have an earning capacity of between 30 and 50 per cent and finally, persons seriously limited in earning capacity but who are not covered by any provisions, e.g., those with congenital disabilities.

In all establishments employing 20 or more persons, two per cent of the employees must be disabled. In addition, all employers are obliged by the provisions of the Employment of Disabled Men Act to give preference to handicapped job applicants. This includes supplying prosthetic appliances and artificial limbs and adjusting the working conditions or the machinery to suit the worker's needs.

The local employment offices maintain special sections to deal with the various phases of rehabilitation. These sections

are concerned with vocational guidance, medical service, psychological service, workplace research, retraining on a short-term basis and placement. Persons requiring a longer period of training are referred to welfare centres. Committees composed of representatives of trade unions, employers' organizations and welfare services work with the staff of the various sections of the employment offices.

The purpose of the employment offices' program is to return the handicapped worker to the same or a related occupation with as little disturbance as possible to his established pattern of living. Where this is impossible, the worker is advised of other suitable occupations and of the training for such occupations.

The training period is set at a maximum of six months. Refresher courses are provided for persons who are able to return to the same or related occupations, instruction is made available to those who are unable to resume their previous positions, and vocational training courses have been set up for those who have not previously been trained in any occupation.

Upon completion of training and prior to the placement of a handicapped person, the official in charge of the workplace research section familiarizes the worker with his proposed place of employment. At the same time suggestions are made concerning changes in machinery layout and related matters that may be necessary in view of the worker's disability.

During a worker's first eight weeks in employment he receives financial assistance from the state. Such aid may be extended if the employee has not reached the required productivity standard in this time.

During the three-year period under review, 69,989 seriously disabled workers were placed in over 18 occupational groups in North Rhineland and Westphalia. In undertakings employing 20 or more workers

on October 1, 1948, 69,687 out of 2,223,256 wage-earners and 27,134 out of 548,141 salaried employees and members of supervisory staff were seriously handicapped. This amounts to 3.7 per cent of the total labour force in these establishments.

In the mining, metallurgical, shipbuilding, textiles and machine making industries, 41,262 workers of a total staff of 1,265,562 were seriously disabled. These industries give employment to 42.6 per cent of the total number of industrial workers and 37.5 per cent of handicapped industrial workers.

The highest percentages of disabled employees were to be found in the following groups: the Post Office (7.4 per cent); administration, etc. (6.8 per cent); leather and rubber industries, finance, banking and insurance (6 per cent each). These groups accounted for 15.3 per cent of all employed persons in the state and for 27.3 per cent of all seriously handicapped workers in employment.

The report on the activities of the rehabilitation program is summarized in the January 15, 1952 issue of *Industry and Labour*, published by the International Labour Office at Geneva.

Rehabilitation Abroad-2

Belgium Trains, Places Crippled Pupils; Pays Allowances During Their Training

A report on the operation of the scheme since 1945 gives statistics, relates the difficulties encountered in finding work for cripples

The training and placement of pupils and apprentices who are crippled carried out by the Belgian Government since 1945 is reviewed in a report of the Ministry of Labour and Social Welfare. The report also discusses some of the difficulties encountered in placing such workers in employment.

In 1937 the Belgian Government established a special scheme whereby crippled, disabled, deaf and dumb persons who are not considered to be the victims of civil or military war or victims of industrial accidents or occupational diseases are eligible for a free state allowance. The allowances were made subject to certain conditions of nationality, age and degree of invalidity and also to a means test. In 1945, the program was amended to exempt from the means test incapacitated persons who could prove that they were pupils or apprentices.

During the academic year 1949-1950, 2,750 apprentices and pupils received allowances. During this same period, 373 completed their studies and 318 had their studies interrupted. The survey conducted by the ministry included pupils in ordinary institutions, pupils in specialized institutions and apprentices. In 1946, the first

year after the original program had been amended, 683 pupils and apprentices were receiving allowances.

The report of the ministry outlines some of the reasons why crippled students and apprentices discontinue their studies. It points out that some accept training merely to receive the allowances and in many cases the pupil's mental, physical and psychological make-up makes it impossible for him to keep up the necessary efforts. Many cripples, on reaching the age of 14 years, have not completed their ordinary studies and are backward for their age. Their feeling of inferiority often discourages them from continuing their program.

Cripples frequently become apprentices without prior advice and guidance from medical and vocational training authorities and thus do not enter the trade best suited to their capacities. Many pupils and apprentices, the report notes, lack sufficient moral support and encouragement to carry on and the resources essential to making regular attendance at school easy. In several cases, disabled children are put to work to contribute to the family's earnings.

The report notes that the difficulty in finding work for cripples is often increased

due to unemployment among able-bodied workers. Further, the age of disabled children is usually higher than that of other able-bodied persons seeking work.

The report is summarized in the February 1, 1951, issue of *Industry and Labour*, published by the International Labour Office.

Rehabilitation Abroad-3

U.S. Task Force on the Handicapped Completes Studies, Submits Report

Appointed to develop plans for effective use of handicapped workers in connection with the defence program, the task force has presented a comprehensive picture of many factors concerning the handicapped

The Task Force on the Handicapped, appointed by the United States Government last June to develop plans for effective use of handicapped workers in connection with the defence program, has completed its studies, according to a report in the March issue of *Employment Security Review*, monthly publication of the Bureau of Employment Security, United States Department of Labour.

In its report, the Task Force presented a comprehensive picture of the number of handicapped men and women in the United States; their relation to present manpower plans; the resources which exist for rehabilitation, placement and employment; shortcomings in present services; and steps which need to be taken for improved and expanded use of handicapped persons.

Pointing to the 250,000 persons in the United States who become disabled and need rehabilitation each year and to the present backlog of 2,000,000 disabled Americans who could be rehabilitated and added to the labour force, the Task Force declared:—

Disability will become a major obstacle to national strength and vitality unless a determined and concerted effort is made to cope with it. It is not a matter for the vague future; the problem has shown itself already and will be with us through any prolonged defence mobilization period. If we are to avoid sheer waste in our manpower plans, we need to ask ourselves some searching questions on the place of our handicapped citizens in those plans. We know that the burden on health services and institutions already is mounting as a result of military and other defence requirements; we know that many communities are having a financial struggle to continue public assistance and other benefits in the face of increasing municipal

expenses. We need to decide now whether it is good business to undertake a major and sustained effort to bring the disabled into the ranks of the workers and to transform tax consumers into tax producers.

Aiming its work at the community level, where handicapped persons live, where jobs exist and where services must be provided, the Task Force outlined plans whereby each community may make the most of the facilities it already has and launch a program for expanding facilities for rehabilitation and employment for its handicapped citizens.

A basic part of the plan is the use of "teams" in each community, consisting of physician, physical therapist, specialists in vocational rehabilitation and job placement, augmented by community leaders who can bring the full resources of the community to bear on the needs of the individual disabled person.

In addition to the organization of community resources and training of teams, the group's recommendations called for more realistic physical standards in the hiring of the handicapped; support for the rehabilitation of disabled workers through the federal-state program of vocational rehabilitation; a national inventory of physical facilities for rehabilitation, such as rehabilitation centres; expanded educational and vocational training opportunities to produce more skilled workers from among the disabled; development of a national recruiting program for certain scarce categories of specialists in rehabilitation; and other steps designed to bring rehabilitation and placement facilities into line with the size of the handicapped population in the country.

Newfoundland Department of Labour Issues Its Report for the Year 1951

Some difficulties encountered by the Department during its first full year of operation, especially in the administration of the Boiler and Pressure Vessel Act, but its services being used to greater advantage

The report of the Department of Labour of Newfoundland for 1951 describes the progress made during the year in the fields of labour relations, certification of engineers and firemen and boiler inspection, minimum wages, and workmen's compensation. Several difficulties encountered by the Department during its first full year of operation are noted, especially in the administration of the Boiler and Pressure Vessel Act. Generally speaking, however, the services of the Department are becoming more widely known and being used to greater advantage.

New Legislation

Important changes were made in the Workmen's Compensation and Labour Relations Acts at the 1951 session of the Legislature. Benefits payable under the Workmen's Compensation Act, 1950, were set out. They compare favourably with those of most other provinces. Action was taken to separate the operation of the Labour Relations and Trade Union Acts so that certification of a bargaining agent will no longer be conditional on compliance with the Trade Union Act. In the interests of speeding up negotiations, provision was made in the Labour Relations Act for a company whose board of directors is outside the province to name a representative within the province to bargain and sign an agreement on its behalf.

Labour Relations

In approximately half of the 30 disputes which occurred during 1951, the services of the Department were employed to effect a settlement. One of the more serious disputes was between the United Brotherhood of Carpenters and Joiners of America, Local 579, and the Building Trades Employers' Association, during the course of which the union members went on strike for two and one-half weeks. At the end of that time the management

agreed to pay the increase of 16 cents an hour recommended by a conciliation board. Several other strikes are reported in which the Department took direct action. Most of these were of short duration.

The report notes that in a number of cases during the year conciliation officers assisted in the settlement of difficulties before the dispute stage was reached; in addition, their efforts helped bring about a satisfactory agreement in nine disputes. The report further states that conciliation officers were appointed, in accordance with the provisions of the Labour Relations Act, to investigate two alleged violations of the unfair labour practices section of the Act, the dismissal of a union president from his employment and the influencing of a certification vote.

Six conciliation boards were appointed during the year to deal with disputes which could not be settled by a conciliation officer. In three cases the board was successful in bringing about a settlement without having to make any recommendations to the Minister and in two other cases the board's recommendations were finally accepted. The sixth case was still pending at the end of the year.

Labour Relations Board

The Labour Relations Board held nine meetings during the year. Of 51 applications for certification dealt with, 45 were granted and six rejected.

Three complaints of failure to negotiate were referred to the Board by the Minister and in each case the Board issued an order requiring the employer to commence collective bargaining.

Boiler Inspection

Since the formation of the Boiler Inspection Branch of the Department, considerable progress has been made towards reducing explosive hazards by the promulgation of standard safety rules and regulations for boilers and pressure vessels.

In September, 1950, regulations were issued governing the registration and approval of designs, approval of new installations, annual inspections, examination and certification of engineers and firemen and the testing and qualification of welders (L.G., 1951, p. 76).

As the various manufacturers are becoming aware of the regulations, the demand for approval and registration of designs of boilers and pressure vessels has overtaxed the staff.

The approval of the Department must also be given before any pressure equipment or piping is installed. The report states that because a number of contracting engineers have been reluctant to submit plans of projected installations, several plant owners have been put to considerable expense and inconvenience when an inspection was ultimately made by a government inspector. This difficulty is gradually being overcome by the Branch insisting that the regulations be complied with.

An annual inspection is required for all boilers and pressure vessels, whether old or new. After inspection, a certificate is issued on which is stated the maximum pressure at which the vessel may be safely operated. The report points out that considerable difficulties are encountered in conducting annual inspections because of transportation facilities and weather conditions. The majority of plants can be inspected only during the summer months when heat is not required and when weather conditions permit travelling around the coast line.

During the year a considerable amount of pressure equipment was condemned as being unfit for further service, or was found deteriorated to the extent that operating pressures were reduced by more than one-half. A number of plants required extensive alterations to bring them within standard safety requirements.

Over 400 certificates were granted by the Branch to four classes of engineers and to firemen. Most were issued without examination to persons employed as engineers and firemen at the time the regulations were issued. The report states that the standard on which the written examination required for certification should be based in Newfoundland offered some concern and that the examinations which were finally set were of a standard equivalent to that of the other provinces. The results of examinations have been so gratifying that it is hoped that the standard may not only be maintained but may even be improved in future.

"The interest and enthusiasm shown by the engineers and firemen in receiving the new certificates with the prospect of future advancement through their own efforts in obtaining further knowledge from experience and study is encouraging," the report states.

Welders' qualification tests were also carried out by the Boiler Inspection Branch. At first these tests met with little success in obtaining qualified welders since the majority of welders who were subjected to the test failed. A considerable number, however, passed subsequent tests so that at the present time most welders within the province, of which there are about 60, are now fully qualified.

Minimum Wage Board

The Minimum Wage Board was established in 1951. A joint meeting between the Board and representatives of the Newfoundland Board of Trade and the Newfoundland Federation of Labour was held in November for the purpose of obtaining views on the setting of minimum wages. The Board planned to hold a further meeting in January, 1952, with representatives of the Salt Codfish Association and the Newfoundland Federation of Fishermen, in addition to the organizations mentioned above.

Workmen's Compensation Board

The Workmen's Compensation Act, 1950, a collective liability statute, went into effect April 1, 1951. The proclamation of the Act followed eight months' preparation by a committee of three appointed by the provincial Government in August, 1950.

The report acknowledges the co-operation and courteous treatment received by the committee from the 1,600 employers covered by the Act, from the medical profession, and from trade unions.

The Board's administrative offices opened April 1, 1951, with a staff of 22. The chief administrative officers of the Board had previously received two weeks' exhaustive briefing at the Halifax office of the Nova Scotia Workmen's Compensation Board.

Accident data covering the period from April 1, to December 31, 1951, are included in the report. A total of 6,479 accidents were reported, of which 11 were fatal and 30 resulted in permanent partial disabilities. The Board disposed of 3,999 claims, 1,411 were pending at the end of the year, 275 were non-compensable and 18 were disallowed.

International Labour Organization

Conference of Experts on Women's Work

Experts from many countries agree that no distinction of sex should be made in the matter of employment. Equal remuneration, assistance to married women workers, vocational training for girls also discussed

Wherever economic development and social circumstances permit, no distinction of sex should be made in the matter of employment, experts on women's work from various countries agreed when they met in Geneva last December to discuss problems pertaining to the employment of women, and to make recommendations to the governing body of the International Labour Office.

Following are some observations and recommendations, taken from a summary of the experts' report published in the February 1 issue of *Industry and Labour*.

Discussion fell under three main headings: (1) placement of women by public employment services; (2) measures to facilitate application of the principle of equal pay for equal work; and (3) vocational training for women.

Women, the report observes, have become an integral part of the labour force. In occupations in which both men and women are employed there are now more women than men, and these women do more or less the same type of work as men. A change in the age composition of the population has brought a substantial number of older women into employment, it is noted, and a large proportion of working women are married and have home and family responsibilities.

Working Women with Home Responsibilities.—The dual role performed by married women workers and women with home responsibilities, the experts felt, should be borne in mind. They recommended that further investigations should be made with regard to part-time employment for married women who need to combine remunerative work with home responsibilities and that certain non-industrial occupations, such as teaching, nursing and social work, should be investigated with a view to determining whether they could offer suitable part-time work. It was suggested that industrial home work, which might provide a limited amount of work for women with home responsibilities, should be further examined by both national and international organizations.

Social measures designed to assist such workers, they felt, should not involve a direct charge on individual employers but should be financed according to the different ways in which such services are developed in different countries.

Viewed as the most important social services for working mothers are: maternity benefits provided before and after childbirth; day nursery schools; free or inexpensive school meals, continued during holidays; and leisure-time activities for school children during the school year and holidays. Other measures suggested for lightening the household tasks of women workers are: planned housing with modern facilities; development of cheap services, possibly on a co-operative basis, to facilitate household washing, ironing and mending; shopping facilities, such as convenient opening hours for stores; and the provision of home aid services by public authorities for assistance in cases of sickness or other emergency in the home.

Placement staffs of public employment services should be well acquainted with the community services that could assist women with domestic responsibilities, the report states, and the employment service itself should promote the development of such services.

Equal Remuneration.—The meeting recognized that the various methods of applying the principle of equal remuneration for work of equal value, proposed in the Equal Remuneration Convention, 1951 (No. 100), should be used as appropriate in the different countries. The experts felt, however, that legislation on the application of the equal pay principle is important, particularly in countries where employer and worker organizations are not sufficiently developed to ensure its being adequately dealt with through collective bargaining. The view was also taken that when legislation provides for progressive application of the equal pay principle there should be safeguards, such as a specified time limit for further reductions in the differentials between rates for men and women until equal pay is achieved. Where

joint machinery is responsible for the application of the principle, methods should be worked out by joint negotiations.

The importance of job analysis, job classification and job evaluation in the establishment of equal remuneration was emphasized, and the ILO is urged to continue its research in this connection and to collect information on the methods by which the principle of equal pay is put into practice.

No wage-fixing system, it was stressed, would bring about equal remuneration if there is lack of will to implement that principle. In each of the various countries, the study of the principle and the methods of its application should be entrusted to a body comprising representatives of government, employers' and workers' organizations, and other parties concerned, with a suitable representation of women.

Vocational Guidance.—Great importance was attached to the necessity of giving girls as well as boys, within the curriculum of a full general compulsory education, an idea of vocational activity and initiation into the elementary techniques of manual work. The place of household training for boys and girls was also considered.

The furnishing of full information to girls and women on occupations and careers open to them, and on conditions of training is advocated, together with the development of vocational and counselling services. It should be possible for both women and men to obtain suitable vocational training, the report states, and it is important to make available to girls and

women, at every level and grade, vocational training opportunities which are available to boys and men for occupations in which the employment of women is not excluded by law.

The importance of ensuring that women can obtain a basic training sufficiently broad to facilitate subsequent improvement in their skills, and retraining for other work where technological or other changes make it necessary, is emphasized. They should, the report states, be given every opportunity to supplement their vocational training with a view to promotion to higher grades.

The value of vocational training for raising the status of certain occupations, such as domestic employment is also stressed. In all fields of employment where training is needed, especially in traditional female occupations, modern training methods, it is stated, should replace traditional ones.

It is further recommended that a special inquiry should be undertaken to find opportunities for employment or training particularly suitable for older women.

Responsibility for examining these and related questions, and making recommendations concerning them, the experts considered, should be clearly assigned to some organ of government.

The meeting was held in accordance with a decision arrived at by the governing body of the ILO at its 115th session, and was attended by experts from Australia, Chile, France, India, Italy, United Kingdom, and United States of America.

Joint Committee in Norway Will Advise on Questions Concerning Collective Agreements

A permanent joint committee to deal with questions arising in connection with the revision of collective agreements, whether they are raised during the life of an agreement or relate to matters of a general interest, has been established in Norway. The committee, composed of six members each from the Norwegian Confederation of Trade Unions and the Norwegian Employers' Confederation, will have the right to consult representatives of the industries, trades and groups concerned.

The committee, formed as the result of long negotiations between the two groups, gives recognition to the fact that collective agreements have an important effect upon the standard of living, productivity, level of employment and the health and social conditions of workers in industry. The decisions of the joint committee will be advisory only.

Both the trade union federation and the employers' organization agreed to discuss and recognize a series of questions brought up by each group within the committee.

The Confederation of Trade Unions included the question of incorporating existing cost-of-living bonuses in basic wage and piece-work rates and the problem of adjusting wage systems as in the case of incentive payments.

The Employers' Confederation proposed to raise such items as measures for making

efficient use of working time, reducing absenteeism and maintaining order in the plant; ways of bringing about a better understanding of various rationalization measures, including the wider use of time and motion studies; more efficient suggestion systems for undertakings; and the stimulation of interest in the work of production committees.

Meeting of Experts to Discuss Methods of Increasing Productivity is Proposed

The session of the Governing Body of the International Labour Organization which opened in Geneva March 11 is considering a proposal of ILO Director-General David A. Morse for the convening of a meeting of experts to discuss methods of increasing labour productivity in manufacturing industries throughout the world.

Canada is one of the eight nations holding permanent representation on the Governing Body of the ILO and is represented at this session.

It was suggested by Mr. Morse that the meeting should consider both the human factors and the organizational and technical factors affecting productivity. He also has proposed that the meeting advise the ILO on its future studies and activities relating to productivity in manufacturing.

The experts attending the meeting would be drawn from government, employers', workers' and independent circles in countries in different parts of the world in which manufacturing industries are highly developed or are in process of rapid development.

The conclusions reached by the experts would be placed before the Governing Body with a view to their communication to governments and to other international organizations working on productivity questions. Mr. Morse also suggests that they might be published.

If the proposal is approved by the Governing Body, the meeting would take place as soon as possible after the end of the ILO's general conference late in June.

Industrial Committees Are Now Established Part of ILO

Industrial committees, inaugurated early in 1945 to deal with problems confronting some of the most important international industries, are now an established part of the International Labour Organization's structure. Committees have been set up in coal mining, inland transport, iron and steel, metal trades, textiles, building, civil engineering and public works, petroleum, and chemical industries.

A description of the committees, their development and progress and the type of subjects discussed, appeared in the January issue of *International Labour Review*.

All of the industries for which committees have been formed, the article notes, are those which have international importance and are faced with international problems, because they have world-wide

ramifications or because, among other reasons, they use raw materials imported from other countries or their products enter into world trade.

The existence of the industrial committees, the article states, is evidence that the ILO has kept abreast of the needs of the time. "By maintaining these committees the organization has shown a realism and an understanding of the imperative need to take hold of problems before they get out of hand and to give the people concerned the opportunity to discuss their problems on the basis of accurate information, to reach agreement on the action which should be taken and to follow up that action until satisfaction has been obtained."



During the past year, the LMPC at the Kingston plant of the Aluminum Company of Canada handled an average of eight items each week. Of these eight items, the committee effected improvements at the rate of four a week. Total figures for the year show that more than 400 topics were discussed in meetings, and that improvements resulted in two hundred cases.

Commenting on this record, *The Press*, employee paper at the plant, said that in those cases where no improvement resulted it was not an indication of wasted time. Investigation had shown that often the established procedure was superior to that recommended; or that changes would have to wait until a later date. One of the great advantages of this discussion and investigation of procedures, the paper said, was that misunderstandings were often cleared up "and it is always a good idea to clear up misunderstandings."

The items discussed dealt with (in order of frequency) maintenance, safety, recovery of material and handling.

More than 11,000 persons attended the week-long Open House at the Howard Smith Paper Mill in Cornwall, Ont. Added to this number was another 6,000 who attended an industrial exhibit held in conjunction with the "Open House". The occasion marked the completion of installation of a huge new paper machine at the plant.

Industrial, civic, labour and other leaders highly praised the co-operative efforts of the employees and management in carrying out the program. This was particularly emphasized when, a few hours before the event was scheduled to commence, the new machine suffered a mechanical breakdown. Through the efforts of the maintenance crew the machine was back in production in time for the ceremonies to begin. Commenting on this splendid co-operation, E. K. Robinson, Vice-President of the company, said, "this was a fulfilment of the high standard of co-operation existing between management and labour."

The employees played a prominent part in the success of the show. Organized into teams, they served as guides for the many visitors and explained the different phases of paper-making. Speaking of the employees' efforts, Harold Crabtree, Chairman of the Board, said: "Progress has been made possible by employers and employees getting together in an harmonious way and ironing out mutual problems."

* * *

In a recent address, the Hon. Milton F. Gregg, Minister of Labour, spoke on the place of labour-management co-operation in industrial relations. Mr. Gregg said in part: "The ideal labour-management relationship certainly is not one of complete and perpetual agreement. There will always be differences in view-points and these must be recognized and discussed. But they cannot be discussed with any degree of satisfaction unless both sides feel secure in their relationships and each feels it is dealing with a party that will adhere to the agreement when it is reached. Mutual respect and mutual confidence must exist here."

* * *

Through the efforts of the joint production committee in a British plant, valuable savings in consumption of acid, steel tubing, rope and other materials have been effected. These range between 15 and 30 per cent. The efforts of the committee were reviewed recently in *Target*, a bulletin on industrial relations and joint consultation published by the British Government.

* * *

The Labour-Management Co-operation Service has recently issued a new pamphlet titled *Our LMPC Needs Ideas*. The pamphlet is designed as an aid to LMPCs in getting ideas on improvements in tools and equipment, material handling, materials, inspection and general operations. The pamphlet is available on request to the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa 4, Ontario.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during February. The Board issued three certificates designating bargaining agents, rejected three applications for certification, ordered two representation votes, and allowed the withdrawal of two applications for certification. During the month, the Board received eight applications for certification.

Applications for Certification Granted

1. Lodge No. 876, International Association of Machinists, on behalf of a unit of Maintenance Department and Traffic Department employees of Queen Charlotte Airlines, Limited, Vancouver (L.G., Feb., 1952, p. 171).

2. International Association of Machinists, on behalf of a unit of maintenance employees of Allied Aviation Service Company of Newfoundland, Limited, employed at Gander, Nfld., and at alternate stations at Goose Bay, Labrador; Stephenville, Nfld.; Moncton, N.B.; and Sydney, N.S. (L.G., Jan., 1952, p. 40).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerical employees of Allied Aviation Service Company of Newfoundland, Limited, employed at Gander, Nfld., and at alternate stations at Goose Bay, Labrador; Stephenville, Nfld.; Moncton, N.B.; and Sydney, N.S. (L.G., Jan., 1952, p. 40).

Applications for Certification Rejected

1. Local 865, International Union of Operating Engineers, applicant, and Manitoba Pool Elevators, Port Arthur (L.G., Feb., 1952, p. 171). The application was rejected, following a public hearing, for the reason that the bargaining unit was not considered by the Board to be appropriate for collective bargaining.

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Canadian Pacific Railway Company (B.C. Coast Steamship Service) (L.G., Jan., 1952, p. 40). The Board affirmed its previous decision (L.G., Oct., 1950, p. 1668), rejecting the application for the reason that the second

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

stewards affected by the application are not employees within the meaning of the Industrial Relations and Disputes Investigation Act, their duties involving management functions.

3. Local 676, Hotel and Restaurant Employees' and Bartenders' International Union, applicant, and Vancouver Hotel Company, Limited, Vancouver (L.G., Jan., 1952, p. 40). The Board affirmed its previous decision (L.G., Feb., 1947, p. 169), rejecting the application for the reason that the bargaining unit was not considered appropriate as confined to the employees affected.

Representation Votes Ordered

1. Local 28, Hotel and Restaurant Employees' and Bartenders' International Union, applicant, and Canadian Pacific Air Lines, Limited, Vancouver Air Mail Field, Sea Island, B.C., respondent (L.G., March, 1952, p. 286). Following investigation of the application, the Board ordered a representation vote of the employees affected (Returning Officer: G. R. Currie).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Clarke Steamship Co., Limited, respondent (L.G., March, 1952, p. 286). Following investigation of the application, the Board ordered a representation vote of the employees affected (Returning Officer: L. Pepin).

Applications for Certification Withdrawn

1. Canadian Airline Dispatchers Association, applicant, and Trans World Airlines, Inc., Gander, Nfld. (L.G., Jan., 1952, p. 40).

2. Lodge No. 887, International Association of Machinists, applicant, and Canadian Pacific Air Lines (Repairs) Limited, Calgary (L.G., March, 1952, p. 286).

Applications for Certification Received

1. Brotherhood of Railroad Signalmen of America, on behalf of signal gang employees of Canadian Pacific Railway Company, employed in its Eastern, Prairie and Pacific Regions (Investigating Officer: C. E. Poirier).

2. National Association of Broadcast Engineers and Technicians, on behalf of a unit of employees of Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

3. National Catholic Syndicate of Longshoremens of Sorel, Inc., on behalf of longshoremens regularly employed at Sorel, Que., by Brown & Ryan, Limited (Investigating Officer: C. E. Poirier).

4. Local 1163, Brotherhood of Painters, Decorators and Paperhangers of America, on behalf of a unit of employees of Canadian Pacific Railway Company (B.C. Coast Steamship Service), comprising painters employed in the maintenance of the company's vessels and buildings (Investigating Officer: D. S. Tysoe).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and

Station Employees, on behalf of a unit of employees of Canadian Pacific Railway Company, comprising ticket clerks employed in the Depot Ticket Office at Vancouver (Investigating Officer: G. R. Currie).

6. Local 230, International Brotherhood of Electrical Workers, on behalf of a unit of electricians employed on maintenance and repair work at Victoria, B.C., by Canadian Pacific Railway Company (B.C. Coast Steamship Service) (Investigating Officer: D. S. Tysoe).

7. Local 882, International Union of Operating Engineers, on behalf of a unit of employees of Kerr Gifford & Co., Inc., employed in the operation and maintenance of the company's steam heating plant at No. 1 Elevator, Vancouver (Investigating Officer: G. R. Currie).

8. Local 882, International Union of Operating Engineers, on behalf of a unit of employees of Kerr Gifford & Co., Inc., employed in the operation and maintenance of the company's steam heating plant at No. 2 Elevator, Vancouver (Investigating Officer: G. R. Currie).

Scope and Administration of the Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and

Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers

stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North-western Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three

officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister appointed conciliation officers to deal with matters in dispute between the following parties:—

Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, applicant, and (1) Alberta Wheat Pool; (2) Pacific Elevators Limited; (3) Searle Grain Company, Limited; (4) United Grain Growers, Limited, and (5) Kerr Gifford & Co., Inc., respondents, affecting employees of the companies in Vancouver (Conciliation Officer: G. R. Currie).

6. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Provincial Transport Company, Montreal, respondent (Conciliation Officer: R. Trépanier).

7. Canadian Merchant Service Guild, Inc., applicant, and Canadian National Railways (Newfoundland Steamship Service), respondent (Conciliation Officer: H. R. Pettigrove).

Settlement Effected by Conciliation Officer

On February 28, the Minister received a report from L. Pepin, Conciliation Officer, indicating the settlement of all matters in dispute between Smith Transport Ltd., Montreal, and Local No. 106, Transport Drivers, Warehousemen and Helpers of America (L.G., March, 1952, p. 286).

Conciliation Boards Appointed

During February, the Minister established Boards of Conciliation and Investigation to deal with matters in dispute between the following parties:—

1. Vancouver Hotel Company Limited, Vancouver, and Canadian Brotherhood of Railway Employees and Other Transport Workers. The Board had not been fully constituted at the end of the month.

2. Eldorado Mining and Refining (1944) Limited, Port Hope, Ont., and Local 13173, District 50, United Mine Workers of America. The Board was established following receipt of the report of F. J. Ainsborough, Conciliation Officer (L.G., March, 1952, p. 286). The Board had not been fully constituted at the end of the month.

3. Federal Grain Company Limited (Seed Division, Winnipeg) and Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America. The Board was established following receipt of the report of R. H. Hooper, Conciliation Officer (L.G., March, 1952, p. 286). The Board had not been fully constituted at the end of the month.

4. Alberta Wheat Pool, Pacific Elevators Limited, Searle Grain Company Limited, United Grain Growers Limited, and Kerr Gifford & Co., Inc., and Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America. The Board was established following receipt of the report of G. R. Currie, Conciliation Officer (see above). The Board had not been fully constituted at the end of the month.

Settlement Following Board Procedure

During February, advice was received by the Minister that matters in dispute between the National Harbours Board and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, representing employees of the Board at Montreal, had been settled following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Jan., 1952, p. 41). The text of the Board's report is reproduced below.

Report of Board in Dispute between

National Harbours Board, Montreal
and

Brotherhood of Railway and Steamship Clerks,
Freight Handlers, Express and Station Employees

The Honourable
MILTON F. GREGG, M.P.,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the National Harbours Board, Montreal, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, was composed of Messrs. H. Carl Goldenberg, Q.C., Chairman, Michael Rubenstein, nominee of the Union, and K. G. K. Baker, nominee of the Employer.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report unanimously as follows:—

The dispute arises from a demand by the Brotherhood for the following changes in the collective agreements between the parties:

(a) A general increase of 30 cents per hour in the rates of pay of all classifications of employees, such increase to be retroactive to August 1, 1951;

(b) A reduced work-week for all classifications of employees with the same "take-home" pay, plus the general increase, the reduction of the work-week to be from 48 hours to 44 hours per week in the case of employees now working 48 hours per week, from 50 hours to 45 hours per week in the case of employees now working 50 hours per week, and from 44 hours to 40 hours per week in the case of employees now working 44 hours per week;

(c) A check-off of Union dues by the Employer when so authorized in writing by an employee.

In their submissions to the board, both parties discussed the effects of the rise in the cost-of-living index since the last increase in wages and also presented data on comparable wages in other industries. The Employer further submitted that any increase which might be awarded by this board should, in fairness to the more

On February 8, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the National Harbours Board and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting employees of the board in Montreal (L.G., Jan., 1952, p. 41).

The board was composed of H. Carl Goldenberg, Q.C., Montreal, Chairman, appointed by the minister on the joint recommendation of the other two members, K. G. K. Baker and Michael Rubenstein, both of Montreal.

The text of the board's report is reproduced herewith.

skilled employees, be applied on a percentage basis rather than as a flat increase to all employees. There was apparent agreement that any increase should be retroactive to August 1, 1951, the effective date of renewal of the collective agreements.

The board considers that there is merit to the suggestion of a percentage increase for a number of classifications. It has also noted the rise in the cost-of-living index from 168.5 on August 1, 1950, the effective date of the last wage increase, to 191.1 on December 1, 1951. Having regard to these considerations and to the recommendation below for a reduction in the work-week, the board unanimously recommends an increase of 18 per cent in the hourly rate for employees in each of the hourly rated classifications with a minimum increase of 17 cents per hour for all employees whose hourly rate is less than \$1 under the expired agreements, the said increases to be retroactive to August 1, 1951, and to be paid only to employees who are presently in the employ of the National Harbours Board and/or who have retired on pension during the period covered by the increase. It is further recommended, as has apparently been agreed between the parties, that the hourly rates for watchmen be increased by 5 cents per hour in addition to the general increase herein awarded.

With respect to the Union's demand for a reduction in the work-week, the board considers that such a reduction would be in accord with current trends in industry. Accordingly, the board unanimously recommends as follows:—

1. *Grain Elevator System*—The 48-hour work-week should be reduced to a 44-hour work-week.

2. *Cold Storage Plant*—The 50-hour work-week should be reduced to a 45-hour work-week.

3. *General Maintenance*—The 48-hour work-week should be reduced to a 44-hour work-week.

4. *Regular Shift Workers*—The 48-hour work-week should be reduced to a 44-hour work-week.

The board desires to point out that the proposed reduction in the work-week was a consideration in determining the general wage increase herein recommended.

With respect to the Union's demand for a voluntary check-off of Union dues, the board is aware that this is now a common practice in industry and can see no reason-

able objection to it. However, it is a practice which has not as yet been adopted by Crown Corporations such as the National Harbours Board. In the absence of Government policy authorizing such Crown Corporations to introduce the voluntary check-off of Union dues, the board can only recommend that this demand be reviewed again in the light of Government policy at the termination of the renewed agreements.

The board desires to point out that more than six months have elapsed since the termination of the last agreements between the parties on July 31, 1951, and recommends that future negotiations be conducted more expeditiously. Having regard to the lengthy delays which have already occurred, the board recommends that both parties consider extending the termination date of the renewed collective agreements to December 31, 1952.

The whole respectfully submitted.

(Sgd.) *H. Carl Goldenberg,*
Chairman.
Michael Rubenstein.
K. G. K. Baker.

CBRE Removes Secretary-Treasurer McGuire From Office, Expels Him from the Union

J. E. McGuire, National Secretary-Treasurer of the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL), has been removed from office and expelled from the union, it was announced March 24 by the national executive board of the union. The executive board found Mr. McGuire guilty of a series of charges, including circulation of false and misleading information, "vilification of a fellow officer and member, namely, the National President", "disregarding constitutional authority without proper approval", and "general disregard for supervisory authority".

The national executive said that Union President A. R. Mosher withdrew from the board during the trial, except to appear as a witness. Mr. McGuire did not appear but sent a telegram requesting a postponement on account of ill health. In its report the board commented: "The Board took note of the fact that Brother McGuire,

despite his claim of illness, was carrying on extensive activities from his home, was able to travel, organize and attend meetings."

Mr. McGuire did not take advantage of a section of the constitution which gave him the right to be represented by counsel. He will have the right to appeal to the next convention of the union in Ottawa in September.

The board reported: "We have come to the irresistible conclusion that the charges have been proved to be true. We must find, therefore, with the utmost regret, that Brother McGuire is guilty of the charges enumerated above."

The removal from office and expulsion from the union was effective March 21. Before becoming secretary-treasurer, Mr. McGuire had served the union in various other capacities for some years.

D. N. Secord was named to replace Mr. McGuire.

Collective Agreements and Wage Schedules

Termination Dates of Collective Agreements in Canadian Industry

Canadian collective agreements terminate in relatively equal numbers in every month of the year, the only significantly large grouping of termination dates being in the three-month period March, April, May

The termination dates of collective agreements in Canadian industry are spread relatively evenly throughout the months of the year, according to a recent survey of more than one thousand agreements.*

It was found by the Economics and Research Branch, Department of Labour, that the only significantly large grouping of termination dates is in the three months, March, April and May. Slightly more than one-third of the agreements examined terminated during this period. While this is not a large proportion, it is important, since it is during these months that agreements, many of them master agreements, are signed covering large groups of workers in such industries as pulp and paper, basic steel and construction.

August and December are the only other months which stand out (see Table I) as having slight peaks in collective bargaining.

*The agreements included in this survey, comprising slightly more than 20 per cent of those in force in Canada and covering 57 per cent of the workers under agreement, were chosen from each industry with reference to union organization, to the geographical distribution of the industry as a whole and to the size of the various establishments.

The numbers of agreements in the sample and the corresponding numbers of employees affected, by industry groups, are as follows:

	Number of Agreements	Number of Employees Affected
Forestry and Fishing.....	11	22,793
Mining, Quarrying and Oil Wells	39	41,945
Manufacturing	564	343,144
Electricity and Gas Production and Dis- tribution	18	15,642
Construction	103	37,476
Transportation & Com- munication	185	234,730
Trade	31	7,482
Service	70	32,224
Totals	1,021	735,436

The bulk of agreements coming to an end in August are railway and telegraph agreements, which account for about two-thirds of the agreements terminating in this month and approximately the same proportion of the employees affected. The agreements bargained in the month of December for the most part affect relatively small groups. The smallest number of agreements terminates during September, although it is in October, November, July and February that, it appears, the fewest workers are affected by collective bargaining.

Table I

Proportion of Labour-Management Agree-
ments Terminating and Employees
Affected, by Month, All Industries

	Agreements Terminating %	Employees Affected %
January	5.7	6.2
February	5.7	4.9
March	10.8	10.9
April	14.1	11.9
May	9.7	12.7
June	7.4	9.1
July	6.3	4.8
August	11.1	19.7
September	4.9	5.4
October	6.5	3.5
November	5.2	4.3
December	12.6	6.6
	100.0	100.0

Individual Industries.—Although there is no marked seasonal concentration of collective bargaining for all industries, some definite patterns exist for individual industries. There are various reasons for these varying patterns. In some industries,

bargaining tends to precede the busiest season of the year. Typical of these industries are: construction, fishing, meat packing, fur products, fruit and vegetable products, and fish products. In other industries, the termination date now in effect has been influenced by the course of events during previous negotiations. In some cases, bargaining continues after the termination date of the old contract, and the new contract may be given the date on which agreement is finally reached. Custom no doubt plays a part in setting the dates for the termination of many agreements.

The presence of a few large firms or of an employers' association in an industry frequently accounts in part for bargaining being concentrated at one season of the year. This is especially true where the majority of the workers are represented by a single union, as in meat packing, or where craft unions cover a series of allied trades, as in construction.

In the following notes, information is provided on the distribution through the year of termination dates for some industries where a definite seasonal pattern is evident.

Fishing: Termination times in the agreements covering workers in the fishing industry correspond closely to the beginning of the various fishing seasons. A large proportion occurs in July—one-half of the total and about 80 per cent of all employees covered in the sample—and covers the British Columbia salmon fishing industry. A single agreement terminating in October and covering nearly 15 per cent of the

employees in the sample relates to the herring fishing industry in British Columbia. All agreements in the sample, and in fact all those on file in the Department, cover the British Columbia industry only, there being no agreements for the fishing industry in other parts of Canada.

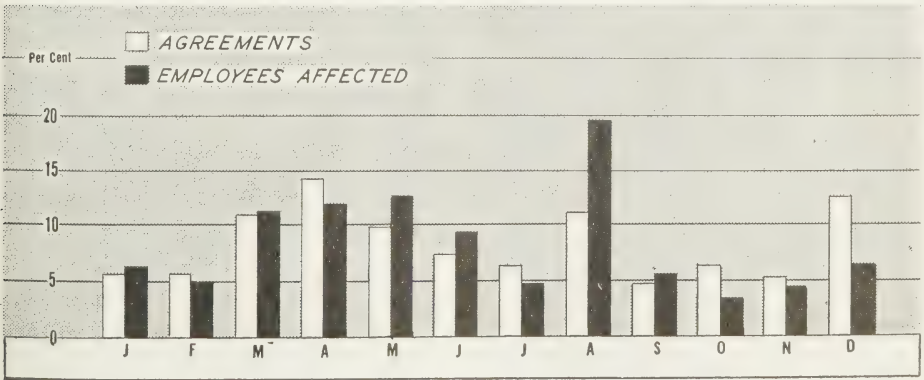
Steel: In the three large basic steel plants in Eastern Canada, bargaining is usually completed in the spring months. Other smaller steel manufacturing plants bargain at various times of the year.

Coal Mining: By far the majority of workers in coal mining included in the sample are covered by agreements terminating in January and February. As it happens, most of the January group is composed of employees of one firm in the Maritimes. The agreements which end in February are those with the Western coal operators' associations.

Fruit and Vegetable Products: Agreements which expire in April, affecting about 88 per cent of the employees, include a master agreement with British Columbia employers. This was made well before the beginning of seasonal activity.

Rubber Products: In this industry most of the employees are covered by agreements which come to an end in December, January, February and March. A small number of large firms are concerned.

Fish Products: Two-thirds of the agreements, affecting 87 per cent of the employees, cover the British Columbia fish canning and processing industry. These all expire in April, the expiry month no doubt being connected with the beginning of the



In this chart, based on a survey of 1,021 collective agreements, the white bars show the percentage of agreements terminating in each month of the year; the black bars show the percentage of workers affected.

fishing season for the industry as a whole, though the seasons for some particular kinds of fish begin later.

Meat Products: About 97 per cent of the employees in this branch of manufacturing are affected by agreements terminating in July and August. Roughly 85 per cent of these are the employees of three large companies. In this industry the main expiry months come shortly before the beginning of the heavy marketing season for livestock.

Fur Products: Agreements covering almost all the employees in the sample for the industry expire in April and May. About 55 per cent of the workers included are employed by one employers' association. The fact that such an overwhelming proportion of the employees are governed by agreements terminating in the spring is undoubtedly connected with the beginning of the busy season in the industry.

Suits, Coats and Garments: A little less than 85 per cent of the employees are under agreements which expire in May, June and July. A large proportion of these workers are affected by single agreements with the employers' associations of Montreal and Toronto.

Paper Products: Most of the employees in the sample are covered by agreements which terminate in April, May and June. In this the industry appears to follow the same pattern as the Pulp and Paper industry.

Pulp and Paper: Nearly 95 per cent of the workers coming within the survey are affected by agreements which end during the months of April, May and June, these agreements comprising about 90 per cent of the total number in the sample for the industry. In this industry, in Ontario, Quebec and British Columbia, collective bargaining on general wage changes is conducted mainly by groups of employers, which meet the unions and arrange terms which are accepted by the employers as a group, although other features of the agreements are negotiated by individual plants. The practice of conducting bargaining in the spring is long established in this industry.

Saw and Planing Mill Products: About 83 per cent of the workers affected in the sample are under a single master agreement signed by British Columbia employers, which expires in June.

Non-ferrous Metal Smelting and Refining: Most of the employees in the sample are under agreements which expire in May. Of the three agreements concerned, two are with the same company and the union is the same in all three cases.

Steam Railways: The employees in this industry fall into two main groups for the purpose of this survey, namely, those whose agreements expire in March, and who belong mainly to the running trades; and the second, much larger group which is affected by agreements which terminate in August. This latter group comprises the non-operational employees, who were covered by the Maintenance of Railway Operation Act, 1950, and by the award of the arbitrator appointed under the Act. Formerly the agreements governing the non-operational employees were on a month-to-month basis, with no definite termination date. The award of the arbitrator appointed under the Act, however, made it part of the settlement that the agreements should run for a two-year term from September 1, 1950 to August 31, 1952. This had the effect of bringing together so many employees under agreements terminating in August.

Construction: About 90 per cent of the employees included in the sample are under agreements which terminate in the months of March, April and May. Negotiations during the late winter and early spring are explained by the seasonal nature of much of the work in the industry.

Hotels and Restaurants: More than half of the employees in the sample are covered by agreements which expire in December. Most of these are railway hotel agreements.

Public Service: In this group there is a wide divergence between the percentages of agreements which expire in the various months and the corresponding percentages of employees affected. About 63 per cent of the agreements end in December, January and February; but they cover not much more than 23 per cent of the employees. On the other hand, about 10 per cent of the agreements expire in April, but cover more than 28 per cent of the workers; and agreements coming to an end in November, which amount to about 8 per cent, affect nearly 24 per cent of the workers. An agreement between one large city and its employees terminating in April and a second one in the case of another large city, ending in November, largely account for this variation.

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Mining

Metal Mining—Premier, B.C.—Silbak
Premier Mines Limited and International Union of Mine, Mill and Smelter Workers, Local 694.

Agreement to be in effect from February 1, 1952, to March 9, 1953, and thereafter until terminated by either party upon 2 months' notice.

Check-off: voluntary and revocable.

Hours: 8 per day, 44 per week. *Overtime:* time and one-half for work in excess of above hours and for work on Sundays (except in the case of employees working under special schedules), double time for work on 6 specified *paid holidays*.

Vacations with pay: as provided under the terms of the Annual Holidays Act of British Columbia plus an additional 3 days after one year's service and an additional 6 days after 2 years' service. An employee with less than one year's service is entitled, when leaving the employ of the company, to holiday pay equal to 2 per cent of his gross earnings.

Hourly wage rates: mine—machine doctor, hoistman \$1.52; stope cleaners \$1.52, helper \$1.46; steel sharpener \$1.49; miners, motormen, mucking machine operator, skip tender, timbermen, pipemen, bulldozer, powderman \$1.46; trackmen \$1.46, helpers \$1.36; Indian tram operator \$1.46, helper \$1.30; muckers, nippers, trammers, samplemen, sample buckers, lampman \$1.36; mill—ball mill operator, flotation operator \$1.46; crusherman, blanket men \$1.36; labourers \$1.30; mechanical—machinists, electricians, welders, blacksmiths, plumbers \$1.61, helpers \$1.36; compressor men \$1.49; power house operators \$1.49, helpers \$1.36; heating plant firemen \$1.37; miscellaneous—carpenters \$1.49, helpers \$1.36; truck drivers, cat drivers \$1.46; bull cooks \$1.33, surface labourers \$1.30.

Off-shift differential: employees will be paid a shift differential of 4 cents per hour on the afternoon shift and of 8 cents per hour on the 6 o'clock and graveyard shifts.

Board and room will be supplied by the company for \$1.86 and 31 cents, respectively, per day.

Seniority: all other things being equal, length of continuous service shall be the determining factor in promotions, lay-offs, and re-employment after lay-offs made within departments, provided the employee has the necessary qualifications such as skill, ability, dependability and training to do the work required.

Provision is made for *grievance procedure* and the appointment of a *safety committee*.

Manufacturing

Brewery Products—London, Ont.—John
Labatt Limited and National Brewery Workers' Union, Local 1 (CCL).

Agreement to be in effect from October 1, 1951, to September 30, 1952, and thereafter from year to year, subject to notice.

Union security: except as otherwise provided, only union members in good standing shall be employed. Preference of employment will be given to unemployed members of the union in good standing and competent to do the work. Where a non-union member is hired he must apply to the union for membership at the end of a 4 months' probationary period. The company may employ temporarily men for a period not to exceed 4 months in any one year and the union shall issue to such men, on payment of the required fee, a union permit card. Summer students shall be excepted from the 4 months' requirements.

Check-off: voluntary and revocable.

Hours: 8 per day, 5 days a week, a 40-hour week for all employees except drivers and helpers employed on highway transport work, who shall work approximately 45 hours per week. *Overtime:* time and one-half for work in excess of above hours and for work on the sixth day of a work week, double time for work on Sunday and triple time for work on 8 specified *paid holidays* (previous agreement provided time and one-half for work on Sunday, double time for work on 4 and double time and one-half for work on another 4 paid holidays). In addition, a Saturday morning to be mutually agreed upon for a picnic, shall be paid for. Drivers and helpers on highway transport work will be paid overtime on the basis of a balanced week at the end of each 8 weeks.

Vacations with pay: after one year's continuous service 2 weeks, after 15 years' continuous service 3 weeks (previously 3 weeks were granted after 20 years' service).

Wage rates: hourly—bottlers operating machines \$1.50, other bottlers \$1.45; watchmen (not more than 12 hours in any one day), fermenting room and cold storage workers, brew house and wash house workers \$1.50; coopers \$1.64; engineers, 2nd class \$1.77, 3rd class \$1.66; janitors (male) \$1.42½, retail store employees \$1.55; weekly—truck drivers, highway \$61.95, highway-tractor \$62.95, retail delivery \$59.50, helpers \$58.70. All new employees, except truck drivers and helpers and those employed as tradesmen, will be paid 10 cents per hour less than the above rates until they have

completed 4 months' continuous service. As of April 1, 1952, an *improvement factor* of 5 cents per hour will be added to the above basic rates.

Escalator clause: in addition to the above basic wages, a cost-of-living bonus of 10 cents for each basic hour will be paid from October 1, 1951. This bonus shall be adjusted quarterly, upward or downward, commencing January 1, 1952, depending on the variation between the August 1, 1951, cost-of-living index (188.9) published by the Dominion Bureau of Statistics and the indices, as presently calculated, published for November 1, 1951, and quarterly thereafter. For each one point increase or decrease in the index the bonus shall be increased or decreased by one cent per hour worked with a maximum of 40 hours in any one week. As of April 1, 1952, 5 cents per hour will be added to the basic wages (this is in addition to the improvement factor of 5 cents mentioned above) and the cost-of-living bonus then being paid shall be reduced by 5 cents per hour or by any lesser sum to which it may amount.

An *off-shift differential* of 5 cents per hour will be paid for work on shifts starting between 2 p.m. and 4.59 a.m.

Seniority shall be on a departmental basis and shall be the basic factor in promotions, lay-offs and rehiring. Union officials shall hold top departmental seniority during their term of office for the purpose of lay-off only.

Provision is made for *grievance procedure*.

Fish Processing—Lunenburg, N.S.—
Lunenburg Sea Products Limited and National Sea Products Limited (W. C. Smith and Company Division) and the Canadian Fish Handlers' Union, Local 2.

Agreement to be in effect from October 1, 1951, to September 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Check-off: voluntary and revocable.

Hours: 8 per day, 6 days a week, a 48-hour week. *Overtime:* time and one-half for work outside the regularly scheduled hours, for work on Sundays and on all statutory holidays with the exception of 8 specified holidays which shall be paid for at double time if worked. After one year's service 7 specified holidays will be *paid holidays*.

Vacations with pay: one week after one year's service, 2 weeks after 3 years' continuous service.

Hourly wage rates: general labour, men (basic rate) 90 cents; cutters, skimmers (while employed cutting or skinning), freezer employees (while working in freezer) 95 cents; dullers and charge hands 93 cents; girls 68 cents, boys 73 cents. Boys are to be paid men's rate while employed at men's work.

Shift differential: employees on the second shift will receive 3 cents and those on the third shift 5 cents in addition to their regular rate of pay.

Provision is made for *seniority rights, grievance procedure* and joint contributory *voluntary Group Life Insurance* and *Group Sickness and Accident Plans*.

Fur Products—Vancouver, B.C.—Certain Fur Companies and the International Fur and Leather Workers' Union of the United States and Canada, Local 197.

Agreement to be in effect from July 15, 1951, to July 15, 1952, and thereafter for a further period of one year, subject to notice.

Union security: maintenance of membership combined with preferential hiring of union members.

Check-off: the employer shall deduct all union initiation fees and dues from the pay of all employees covered by this agreement, whether or not members of the union, and remit same to the union.

Hours: 8 per day, 5 days per week, a 40-hour week. *Overtime:* time and one-half for work in excess of 8 hours in any one day and for work on the sixth day of the week; double time and one-half for work on 9 specified *paid holidays*. No employee may accept any other employment or perform any service ordinarily performed by the company for anyone else, so long as he is a full-time employee of the company.

Vacations with pay: after 2 years' service 2 weeks; employees with less than 2 years' service will be paid in accordance with the B.C. Annual Holidays Act.

Minimum weekly wage rates: cutters, head \$58, first grade \$50, second grade \$45; trimmers \$36; blockers, first grade \$35, second grade \$30; operators, first grade \$45, second grade \$38; finishers, first grade \$40, second grade \$33, helpers with one year's experience \$31; apprentices' starting rate \$23, with an automatic increase of \$2 per week every 3 months for the first year. All employees working at the time of the signing of this agreement shall receive not less than \$5 per week above the minimum.

The union undertakes not to sign any other collective agreement with any other company on terms less favourable to the employees than those contained in this agreement.

Apprentices: unless there are no union members with some degree of skill available, the company shall not engage, during one year, more than 2 new apprentices for every 12 workers employed in the shop.

Provision is made for *grievance procedure*.

Metal Products—Toronto, Ont.—Canadian Acme Screw and Gear, Limited, and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 984.

Agreement to be in effect from May 22, 1951, to May 21, 1953, and thereafter from year to year, subject to notice. However, on May 22, 1952, either party may give notice of its intention to seek amendments concerning all economic factors coming within the scope of this agreement. Negotiations will commence within 10 days after receipt of notice.

Check-off: compulsory check-off of monthly union dues and assessments (the latter not to exceed \$1 per annum) for all employees except apprentices. The check-off shall not extend to any initiation fee or to a special

assessment, or to an increment of that assessment, which relates to union benefits in which the non-union members do not participate (modified Rand Formula).

Hours and overtime: until June 30, 1951, 8 or 9 hours per day, 45 per week with time and one-half for work in excess of the regularly scheduled daily or weekly hours and for work on Sundays (except in case of continuous shift work when employees will receive alternative days off). Effective July 1, 1952, employees on a 9-hour day, 5-day week schedule will receive time and one-half for all work in excess of 8½ hours in any one day or of 42½ hours in any one week; employees working 8-hour shifts will receive time and one-half for work in excess of 8 hours in any one day or of 42½ hours in any one week. Effective October 29, 1951, employees will be paid time and one-half for work in excess of 8 hours in any one day or of 40 hours in any one week and (with the exception of stationary engineers and helpers) for all work on Saturdays; double time for work on Sundays and on 8 specified *paid holidays* (previously time and one-half for 7 paid holidays). Stationary engineers and helpers will be paid time and one-half for all work on Sundays and on the sixth day of the week and double time for work on the seventh day of the work week.

Vacations with pay: one week to employees with less than 5 years' service, 2 weeks after 5 years' service and 3 weeks after 25 years' service with pay at the rate of 2, 4 and 6 per cent respectively, of annual earnings.

Hourly wage rates for certain classifications "as revised effective on the 22nd of May, 1951, and to be further revised effective October 29, 1951": electricians, carpenters, class 1 \$1.55 to \$1.61, class 2 \$1.41 to \$1.46, helper \$1.29 to \$1.35; millwrights, steamfitters, tinmiths, cement finishers, class 1 \$1.55 to \$1.61, improvers \$1.41 to \$1.46, helpers \$1.29 to \$1.35; toolmakers, tool machinists, tool lathe hands, class 1 \$1.66 to \$1.83, class 2 \$1.55 to \$1.61, class 3 \$1.41 to \$1.46; tool apprentices from 92 cents during first period to \$1.16 during eighth period; painters, beltmen \$1.41; oilers, metal washers, oil extractors, crusher operators \$1.29; elevator operators, guards, janitors, scrap collectors, general labourers \$1.27; hand trucker, jeep drivers \$1.27 to \$1.29; stockchasers \$1.35 to \$1.41; stores and receiving labour, shipping labour, shipper scalmen \$1.27 to \$1.35; truck drivers \$1.35 to \$1.46.

For the following classifications the basic and the "re-oriented" hourly rates are as follows: set-up men \$1.34 to \$1.56 and \$1.41 to \$1.64; forging drills \$1.20 and \$1.32, secondary operations \$1.17 and \$1.23, broaching operations \$1.19 and \$1.31; turn lathes, gear cutting (maintain set up) \$1.23 and \$1.34; regular operators, press operators, straightening operators, machine operators \$1.17 and \$1.28; assemblers \$1.15 and \$1.28; linemen \$1.62 to \$1.73 and \$1.60 to \$1.67; grinders \$1.17 to \$1.28 and \$1.28 to \$1.39.

Off-shift differential: a premium of 6 cents per hour will be paid for all off-shift work.

Provision is made for *seniority rights, grievance procedure, the safety and health* of employees and a *group welfare plan*.

Transportation and Public Utilities

Longshore Work—Saint John, N.B.—
Various Steamship Companies and International Longshoremen's Association, Local 273 (General Longshoremen).

Agreement covering the discharging and loading of deep sea vessels, to be in effect from December 1, 1951, to November 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Hours: 8 hours shall constitute a day's or night's work. **Overtime:** time and one-half for work on Saturday afternoons and evenings (1 p.m. to 11 p.m.) between December 1 and April 30 and double time between May 1 and November 30; double time also for work on Sundays and on 6 specified holidays. No work to be performed on Labour Day or Remembrance Day, except handling mails, baggage and express, when double time shall be paid.

Hourly wage rates: for handling general cargo, day \$1.73, night \$1.83; bulk cargoes, day \$1.83, night \$1.93; ammonium nitrate fertilizer (aeropills or nitrapills), day \$2.03, night \$2.13; explosives, day \$3.46, night \$3.66; the prevailing rates to be paid for rigging and unrigging of gear, hauling, staging and handling hatches. (The above rates are 20 cents—in the case of explosives 40 cents—per hour higher than the previous rates.) For handling unwrapped hides, phosphate and tankage in bags, slag and bird-lime in bags and cargo in refrigerators, that is to be carried at 30 degrees Fahrenheit or lower, employees will be paid 10 cents per hour extra. If any gang is required to work through any meal hour double time will be allowed at the prevailing rate until relieved.

The agreement contains a "Schedule of Working Conditions for the Handling of Cargo at the Port of Saint John, N.B.", provides for *minimum call pay* and the settling of disputes and specifies the *minimum number of workers per gang*.

Longshore Work—Saint John, N.B.—
Various Steamship Companies and International Longshoremen's Association, Local 1039 (Shipliners).

Agreement to be in effect from December 1, 1951, to November 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Hours: 8 per day or night. **Overtime:** time and one-half for work on Saturday afternoons and evenings (1 p.m. to 11 p.m.) between December 1 and April 30 and double time between May 1 and November 30; on Sundays and on 6 specified holidays double time for day work and double time and one-half for night work. No work to be performed on Labour Day or Remembrance Day.

Hourly wage rates: day work \$1.63, night work \$2.44½; double time at the prevailing rate for securing a magazine on board ship in which explosives have been loaded, for work at repairing oil or water tanks on board vessels which have no hatch and must be entered by way of manhole, for cleaning any holds or tanks that have contained bulk

oil and for work during any meal hour and each succeeding hour until relieved. Ten cents per hour extra will be paid for cleaning holds that have contained fertilizer, china clay, sulphur, bulk coal or colliery refuse and 15 cents per hour extra for cleaning bilges.

Provision is made for the settling of disputes.

Longshore Work—Saint John, N.B.—
Various Steamship Companies and International Longshoremen's Association, Local 1764 (Checkers and Coopers).

Agreement to be in effect from December 1, 1951, to November 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Hours: 8 per day consisting of 2 periods of 4 hours each per day or per night with a one-hour meal period intervening. **Overtime:** time and one-half for work on Saturday afternoons and evenings (1 p.m. to 11 p.m.) between December 1 and April 30 and double time for such work between May 1 and November 30 and for work on 8 specified holidays.

Wage rate: checkers, coopers \$6.20 per period of 4 hours; double time for work during the morning and evening meal hours. Checkers must be informed a quarter of an hour before expiry of any working period if they will be required for the following period.

Provision is made for minimum call pay and the settling of disputes.

Service

Hotels—Vancouver, B.C.—British Columbia Hotels Association and the Hotel and Restaurant Employees' and Bartenders' International Union, Local 28.

Agreement to be in effect from May 1, 1951, to April 30, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: union shop (previously union shop for new employees with maintenance of membership for all).

Hours: not more than 8 per day or 44 in any one week, except in case of an emergency. **Overtime:** time and one-half for work in excess of above hours and for work on 6 (previously 4) specified holidays.

Vacations with pay will be granted to all employees in accordance with the provisions of the British Columbia Annual Holidays Act; after 2 years' continuous service employees will receive 2 weeks with pay equal to 4 per cent of total earnings during the working year.

All uniforms or smocks which an employee is required to wear shall be supplied and kept clean and in repair without cost to the employee.

Minimum hourly wage rates for certain classifications: room clerks 95 cents, switchboard operators 79½ cents, assistant and working housekeeper 83 cents, linen room assistants and seamstresses 78 cents, maids 74½ cents, cashiers 89½ cents, mail and information clerks 79½ cents, cooks 77 cents to \$1.17, assistant cooks 77 cents to \$1.02, cooks' helpers 77 to 87 cents, butcher \$1.08½,

assistant butcher 95½ cents, butchers' helper 77 cents, pastry chef \$1.17; head pantryman \$1.02, first assistant 92 cents, helper 77 cents; iceman and day porters 77 cents, night porters 82 cents, vegetable cleaners 77 cents; dishwashers, male 74 cents, female 72 cents; waiters 77 cents, bus boys (banquet floor) 72 cents, bus girls and bus boys (main floor) 69½ cents (all above employees, except front office cashiers and mail and information clerks, receive meals in addition); waitresses 72 to 77 cents, elevator operators 74½ cents, housemen and janitors 79½ cents, utility janitors 89½ cents, maintenance men \$1.02. Waiters regularly employed or steady bus boys or girls required to work as waiters or waitresses on a function shall be paid a bonus of 80 cents per function. Short shift employees (any shift less than 6 hours) shall be paid on an hourly basis with a minimum of 4 hours' pay at the above rates plus 5 cents per hour, except when otherwise agreed between the employer and the union. Where hotels have been designated as "B" class hotels, the rate of pay shall be 3 cents per hour less than the above wage rates.

Escalator clause: a cost-of-living bonus will be paid to all eligible employees, commencing August 1, 1951, for each 1.3 point rise in the Dominion Bureau of Statistics' cost-of-living index above 181.8 employees will be paid a bonus of 1 cent per hour. If the index drops, the bonus will be adjusted downward by the same amount, provided, however, that a drop in the index below 181.8 will not affect the wage rates payable under this agreement. Adjustments will be made quarterly.

Seniority: the principle of seniority will be recognized in lay-offs and rehiring after lay-offs, subject to the competency of the persons involved. Promotions and selections of supervisory officials shall be entirely a matter for the employer's decision; however, in making the selections, other things being equal, length of continuous service shall be given due consideration.

Provision is made for grievance procedure.

Barbers—Calgary, Alta.—Certain Barber Shops and the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America, Local 230.

Agreement to be in effect from December 27, 1951, to December 26, 1952, and thereafter from year to year by mutual consent.

Union security: closed shop.

Hours: on Monday, Tuesday, Thursday, Friday and Saturday from 9 a.m. to 6 p.m. and on Wednesday from 9 a.m. to 1 p.m., regardless of any holiday occurring during the week. Each journeyman shall be allowed one hour for lunch. Nine specified paid holidays will be granted all journeymen.

Vacations with pay: as set out in the Alberta Labour Act—after one year's service one week and after 2 years' service 2 weeks, with pay at the rate of 2 and 4 per cent, respectively, of total earnings. If an employee's services are terminated before the end of the first year he will receive 2 per cent, if before the end of the second year 4 per cent of his earnings in lieu of a vacation.

Wages: journeymen barber 65 per cent of his total receipts with a guarantee of not less than \$35 per week; part-time employees 65 per cent of their total receipts with a guarantee of not less than \$9 per day on Saturday and on any day preceding a holiday, and of \$7 per day on any other day; apprentices as mutually agreed upon but not

less than provided by the Board of Industrial Relations of the Province of Alberta. No chairs or booths are to be rented to any journeymen barber or employee in order to evade any provisions of the agreement.

The agreement contains a list of minimum prices to be charged in shops coming within the scope of this agreement.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the amendment of fourteen agreements. In addition to those summarized below, they include: the amendment of the agreement for barbers and hairdressers at Joliette published in the *Quebec Official Gazette* issue of February 2, and the amendment of the agreements for barbers and hairdressers at Quebec, and for hospitals and charitable institution employees at St. Hyacinthe in the issue of February 9.

A request for the amendment of the agreement for plumbers at Three Rivers was gazetted January 26; requests for the amendment of the agreements for the building trades at Sherbrooke, for the printing trades at Montreal, and for barbers and hairdressers at Valleyfield were published February 2. Requests for the amendment of the agreements for the men's and boys' clothing industry in the province and for the building trades in the district of Hull, were gazetted February 9, and a request for the amendment of the agreement for retail stores at Mégantic was published February 16.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, p. 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Orders in Council were also published approving the special by-laws of a certain joint committee and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Bakery Products, Three Rivers and District

An Order in Council, dated January 31, and gazetted February 2, amends the previous Orders in Council for this industry (L.G., June, 1947, p. 826; Jan.-Feb., 1948, p. 51, Nov., p. 1245; Oct., 1949, p. 1246, and previous issues).

Minimum weekly wage rates for journeymen and apprentices, which are increased by \$3 per week, are now as follows: first baker, first pastry-cook \$45; second baker, second pastry-cook \$41; third baker and the other journeymen, third pastry-cook and the other journeymen \$38; apprentices from \$21 in the first year to \$29 in third year.

The provision stipulating that bakeries not equipped with special machinery may not bake more than 30 bags of flour per each inside employee, or if equipped with special machinery, not more than 40 bags of flour per each inside employee, is deleted.

Shoe Industry, Province of Quebec

An Order in Council, dated January 31, and gazetted February 2, extends the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65; Jan., 1950, p. 77, Nov., p. 1902; Feb., 1951, p. 233, March, p. 356, Nov., p. 1537; Feb., 1952, p. 178, and previous issues) to March 1, 1952.

Another Order in Council, dated January 31, and gazetted February 2, further amends the above Orders in Council for this industry by extending the term of the present agreement to September 1, 1954, and thereafter from year to year, subject to notice. This amendment to be in effect from December 1, 1951.

Minimum wage rates: new wage rates for hourly-paid and for piece-work employees are shown in the accompanying tables. In classes 5 and 6 of pattern making, cutting, sole leather, lasting, making and finishing departments the agreement now provides for a training period of 600 hours. There is such a period for each class but not for each

class operation. In sewing department the term "apprentice: 600 hours (class C)" is replaced by the term "initiation period: 600 hours."

A new schedule of minimum piece-work rates for the sewing, by hand, of Indian specialities, at home or outside the employer's factory, is included in this amendment.

Cost-of-living wage adjustment: the cost-of-living index for Canada (August 1939=100), as published early in January, 1952, serves as a first basis for the establishment of a cost-of-living bonus. For each 5-point rise or fall in the cost-of-living index minimum wage rates will be increased or decreased 5 cents per hour. Such increase

or decrease will become effective the first of the month following the official publication of the cost-of-living index mentioned above. However, any decrease in the cost-of-living bonus will be limited until December 31, 1952, by the minimum rates of the present amendment, and from January 1, 1953, to September 1, 1954, by the minimum rates published in the *Quebec Official Gazette*, January 20, 1951, and summarized in the *LABOUR GAZETTE*, March, 1951.

Other provisions include the right to conclude individual collective agreements in accordance with the Labour Relations Act of Quebec, and the revision of certain operations.

Minimum hourly wage rates for *hourly-paid* employees of the pattern making, cutting, sole leather, lasting, making and finishing departments:—

	Zones		
	I	II	III
Class 1.....	\$1.155	\$1.10	\$1.01
Apprentice:			
1st 1,200 hours.....	0.88	0.835	0.77
2nd 1,200 hours.....	0.99	0.94	0.87
Class 2.....	0.99	0.94	0.87
Apprentice:			
1st 600 hours.....	0.715	0.68	0.625
2nd 600 hours.....	0.88	0.835	0.77
Class 3.....	0.88	0.835	0.77
Apprentice: 600 hours.....	0.715	0.68	0.625
Class 4.....	0.66	0.625	0.58
Apprentice: 600 hours.....	0.495	0.47	0.435
Class 5.....	0.495	0.47	0.435
Initiation period.....	0.44	0.42	0.385
Class 6.....	0.44	0.42	0.385
Initiation period.....	0.385	0.365	0.335

(The above rates are increases ranging from 3½ to 15½ cents per hour over previous rates.)

Minimum hourly wage rates for *piece-work* employees of the pattern making, cutting, sole leather, lasting, making and finishing departments:—

	Zones		
	I	II	III
Class 1.....	\$1.27	\$1.205	\$1.11
Apprentice:			
1st 1,200 hours.....	0.97	0.92	0.85
2nd 1,200 hours.....	1.09	1.035	0.955
Class 2.....	1.09	1.035	0.955
Apprentice:			
1st 600 hours.....	0.785	0.745	0.685
2nd 600 hours.....	0.97	0.92	0.85
Class 3.....	0.97	0.92	0.85
Apprentice: 600 hours.....	0.785	0.745	0.685
Class 4.....	0.725	0.69	0.635
Apprentice: 600 hours.....	0.545	0.52	0.475
Class 5.....	0.545	0.52	0.475
Initiation period.....	0.485	0.46	0.425
Class 6.....	0.485	0.46	0.425
Initiation period.....	0.425	0.405	0.37

(The above rates are increases ranging from 3½ to 11½ cents per hour over previous rates.)

Minimum hourly wage rates for *hourly-paid* employees of the sewing department:—

	Zones		
	I	II	III
Class A.....	\$0.66	\$0.625	\$0.58
Apprentice: 600 hours.....	0.55	0.52	0.48
Class B.....	0.55	0.52	0.48
Apprentice: 600 hours.....	0.44	0.42	0.385
Class C.....	0.44	0.42	0.385
Initiation period: 600 hours.....	0.385	0.365	0.335

(The above rates are increases ranging from 3½ to 6 cents per hour over previous rates.)

Minimum hourly wage rates for *piece-work* employees of the sewing department:—

	Zones		
	I	II	III
Class A.....	\$0.725	\$0.69	\$0.635
Apprentice: 600 hours.....	0.605	0.575	0.53
Class B.....	0.605	0.575	0.53
Apprentice: 600 hours.....	0.485	0.46	0.425
Class C.....	0.485	0.46	0.425
Initiation period: 600 hours.....	0.425	0.405	0.37

(The above rates are increases ranging from $3\frac{1}{2}$ to $6\frac{1}{2}$ cents per hour over previous rate.)

NOTE: the classification stitching vamps or outside counter on Puritan machine included in the section of this agreement governing the sewing department will be paid the minimum rate of Class I operations applicable to the pattern making, cutting, etc. departments shown above.

Dress Manufacturing Industry, Province of Quebec

An Order in Council, dated January 31, and gazetted February 2, amends the previous Orders in Council for this industry (L.G., May, 1949, p. 604; Jan., 1950, p. 77; May, 1951, p. 690, Oct., p. 1376, Dec., p. 1672, and previous issues). The term of the present agreement, as amended, is extended to July 31, 1952, and thereafter from year to year, subject to notice. A correction of this agreement was gazetted November 24, 1951.

Cost-of-living bonus: all employees governed by the terms of this agreement, whether on time-work or a piece-work basis, will be paid a cost-of-living bonus over and above their prevailing wages, as follows: cutters grade I and grade II and presser (excluding assistant presser) $15\frac{1}{2}$ (previously $7\frac{1}{2}$) cents per hour; operators, sample maker, assistant presser, draper, finisher, examiner, general hands, folder, spreader, apprentices and apprentice cutters receiving more than 50 cents per hour will be paid a cost-of-living bonus of $13\frac{1}{2}$ (previously $7\frac{1}{2}$) cents per hour; employees earning less than 50 cents per hour, with the exception of apprentices or apprentice cutters, will be paid $11\frac{1}{4}$ (previously $7\frac{1}{2}$) cents per hour; apprentices and apprentice cutters earning less than 50 cents per hour will receive 5 cents per hour (as formerly), but this rate is now increased by $3\frac{3}{4}$ cents to $8\frac{3}{4}$ cents per hour after 3 months' employment in the industry. Homeworkers will receive as a cost-of-living bonus an additional sum equal to 25 per cent (previously 15 per cent) of their earnings as provided for in the present agreement.

Printing Trades, Quebec and District

An Order in Council, dated January 31, and gazetted February 2, amends the previous Order in Council for this industry (L.G., April, 1951, p. 544). 'L'Association des Hebdomadaires de Langue française du Canada' is added to the list of contracting parties.

Establishments of class "C" now include all shops with one cylinder press (or more), or 2 automatic presses (or more), or one composing machine (or more), or any industry employing 7 (or more) male employees, irrespective of the equipment, as well as lithography, offset, photo-litho, ruling and bookbinding establishments not specifically mentioned in classes "A", "B" and "E", and the printing departments of the paper box industry.

Hours: 40 hours per week for establishments of classes "A", "B", "C" and "E", of the judicial district of Quebec with the exception of the aniline press department in paper bag factories; 43 hours per week for establishments of class "D" of the judicial district of Quebec; 44 hours for the establishments of the judicial districts other than that of Quebec; hours for *night shifts*—a maximum of 37 hours constitutes a standard work week with the exception of establishments of class "D" of the judicial district of Quebec where the maximum standard work week is 40 hours, and except for those establishments of judicial districts other than that of Quebec where the maximum work week consists of 41 hours. (The above hours represent a reduction of $2\frac{1}{2}$ hours per week with the exception of those establishments of judicial districts other than Quebec where weekly hours are reduced by $1\frac{1}{2}$ per week, and the aniline department of paper bag factories where weekly hours are unchanged at $45\frac{1}{2}$.) A previous Order in Council (L.G., April, 1951, p. 544) stipulated that effective January 1, 1952, the standard work week would be reduced by $12\frac{1}{2}$ hours in all shops.

Minimum wage rates for journeymen and helpers are increased by 17 cents per hour for all classes, and the classification aniline press (paper bags) \$1.45 is added to class "B" of the wage scale. Rates for bookbinding female employees are from \$2 to \$5 per week higher as follows: from \$2 to \$5 per week during the first 6 months of first year to \$27 during second 6 months of fourth year. Minimum rates for apprentices of all classes are from \$2 to \$5 per week higher as follows: class "A" from \$18.50 per week in first year to \$40 in second 6 months of fifth year, classes "B" and "C" from \$17 in first year to \$39 in second 6 months of fifth year, and classes "D" and "E" from \$17 in first year to \$36 in second 6 months of fifth year. In the counties of Lévis and Lotbinière the wage scale may be reduced by 5 per cent; in judicial districts other than that of Quebec wage scale may be reduced by $12\frac{1}{2}$ per cent (previously 10 per cent).

Vacation: in addition to one week with pay previously provided for all employees with one year of continuous service for the same employer, all employees (with the exception of helpers, bookbinding female employees and apprentices first to fifth years inclusive) are now entitled to 5 or $5\frac{1}{2}$ additional days with pay each year, as the case may be (previously 3 additional days each

year for journeymen only, excluding book-binding female employees). Vacation pay will equal the wages of a standard work week as established in the agreement at the time the right to such vacation is acquired (April 30) if they have one year of continuous service with the same employer on that date; employees with less than one year's continuous service are entitled to as many twelfths of their wages as they have months of service.

Other provisions include apprenticeship regulations and the revision of charges for board and lodging.

Uncorrugated Paper Box Industry, Province of Quebec

An Order in Council, dated January 31, and gazetted February 9, amends the previous Orders in Council for this industry in the *district of Montreal* (L.G., Dec., 1947, p. 1802; Aug., 1948, p. 871; March, 1949, p. 301, Oct., p. 1246; April, 1950, p. 516; April, 1951, p. 544).

Specified paid holidays are increased from 3 to 4 by the addition of St. John the Baptist Day. However, establishments which do not observe St. John the Baptist Day may substitute Confederation Day.

Minimum hourly wage rates in zone I (Montreal District) for female employees: set-up department—forelady 78 cents; hand worker (class A) 72 cents; hand worker (class B), covering machine operator, staying machine operator, Stoke and Smith machine operator, top-piece machine operator, labelling machine operator 64 cents; hand labeller, hand-fed table machine gummer operator, packer and tier, four-corner machine feeder, operators on machines not classified above 62 cents; folding department—forelady 78 cents; stitcher operator 64 cents; stripper, folder, packer and tier, Brightwood machine feeder, automatic glueing machine feeder, operators of machines not classified above 62 cents. (The above rates are from 8 to 10 cents per hour higher than those rates previously in effect.) Basic hourly rates for female employees are now as follows: from 45 cents per hour in first 3 months to 55 cents in third 3 months. (Previously from 40 cents in first 3 months to 50 cents per hour in fourth 3 months.)

Minimum hourly wage rates in zone I for male employees: set-up department—foreman \$1.36 per hour; assistant foreman \$1.20; creasing operator, scorer, cutter on knife (first class) \$1.08; cutter on knife (second class) 97 cents; end piece operator (single) 96 cents; end piece operator (double) 99 cents; four-corner stayer operator \$1.04; feeder (four-corner stayer), punch operator 88 cents; wrapper make-ready man \$1.03; circular saw operator 89 cents; splitter operator 91 cents; bale press operator 87 cents; operators of machines not classified above 86 cents; folding department—foreman \$1.36; assistant foreman \$1.20; die maker \$1.21; assistant die maker 89 cents; automatic glueing machine makeready man, automatic cellophane machine make-ready man \$1.13; Brightwood machine make-ready man, Indman machine makeready man \$1.04; feeder (Brightwood machine), feeder (automatic cellophane machine), feeder (cylinder box press), feeder (platen die cutting press) 88 cents; waxing machine makeready man 86 cents; cutter on knife

(first class), cylinder box pressman \$1.08; cutter on knife (second class) 97 cents; power stack-lift truck operator 91 cents; platen die cutting pressman \$1; stripper 84 cents; bale press operator 87 cents; packer and tier 80 cents; operators on machines not classified above 86 cents; general—electrician, machinist (first class) \$1.08; maintenance and repair man, truck driver 93 cents; shipper \$1.03; assistant shipper 86 cents; watchman 80 cents; boiler fireman 83 cents; stationary engineman 89 cents. (The above rates are from 10 to 17 cents per hour higher than those rates previously in effect.) Weekly rates for chief enginemen (second class) are increased from \$43.50 to \$49.59 per week, and for chief enginemen (third class) from \$37.25 to \$42.46 per week. The basic wage scale for male employees 18 years of age and over is increased by 5 cents per hour and is now as follows: from 60 cents per hour in first 3 months to 75 cents in fourth 3 months; male employees under 18 years of age now receive from 50 cents per hour in first 3 months to 60 cents in third 3 months instead of 45 cents in the first 3 months to 55 cents in fourth 3 months as previously.

Garage Employees, Sherbrooke

An Order in Council, dated January 31, and gazetted February 2, amends the previous Orders in Council for this industry (L.G., May, 1951, p. 690, Nov., p. 1638).

Hours for service men are increased from 9 to 12 hours per day (maximum), first shift, or from 9 to 12 hours per night (maximum), second shift; regular work week is increased from 49 to 72 hours per week.

Overtime: time and one-half (as previously in effect) for any hours worked in excess of 12 per day or night, or in excess of 72 per week. (Previously overtime rate was paid for any hours in excess of 9 per day or night, or 54 per week.)

Construction

Building Trades, Chicoutimi and Neighbouring Counties

An Order in Council, dated January 31, and gazetted February 2, amends the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872; Aug., 1949, p. 987; Aug., 1950, p. 1185; Nov., p. 1904; March, 1951, p. 358, May, p. 691, Sept., p. 1251, Dec., p. 1672; Jan., 1952, p. 56, and previous issues).

Cost-of-living wage adjustment: in pursuance of a cost-of-living escalator clause (L.G., Sept., 1951, p. 1251) all minimum hourly wage rates, with the exception of those minimum rates for zone I-A, are increased by 5 cents per hour from the pay period in progress on October 22, 1951, the Federal cost-of-living index having been established at 189.8 points at September 1, 1951.

Building Trades, Hull and District

An Order in Council, dated January 31, and gazetted February 2, amends the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78, April, p. 517, Nov., p. 1905; Jan., 1951, p. 64, March, p. 358, June, p. 828; Jan., 1952, p. 56). This amendment extends the term of the present

agreement, as amended, until November 12, 1952, and thereafter from year to year, subject to notice.

Minimum wage rates: new minimum wage rates are shown in the accompanying table. The classification electrician—contractor (personal services) is added to the table of rates. Rates for apprentice electricians are also added as follows: from 65 cents per hour in zones I and II during the first year to \$1.10 in zone I, and 95 cents in zone II during fourth year; after January 31, 1952—from 65 cents in zones I and II during the first year to \$1.20 in zone I and \$1 in zone II in fourth year. Minimum hourly wage rates for bricklayers, bulldozer operators, divers and crane operators in zones I and II, for masons, sheet metal workers (erection), painters and decorators, and cribmen in zone I only, and for tractor operators and shovel operators in zone II remain unchanged from those rates formerly in effect. Other hourly wage rates represent increases ranging from 10 to 50 cents per hour in zone I, and from 5 to 60 cents in zone II. Weekly wage rates for watchmen are increased by \$5 to \$35; monthly wage rates for material checkers and time-keepers by \$25 to \$150 per month. Journeymen electricians and apprentices living in zone I but working in zone II for the account of their employers will be paid the minimum rates of zone I; electrical contractors living in zone II will when working in zone I, pay their employees the wage rate of zone I.

In zone I, one apprentice electrician is allowed to each 2 journeymen holding licence 'C'; in zone II, one apprentice per journeyman.

A new definition of the classification journeyman electrician is included in this amendment.

Trades	Rates per hour Zones	
	I	II
Bricklayer	\$1.70	\$1.60
Caulker	1.00	0.80
Carpenter-joiner and millwright	1.40	1.25
Truck driver-construction	1.00	0.80
Bulldozer operator	1.25	1.10
Fireman-construction	1.00	0.80
Roofer-asbestos, slate and tile	1.00	0.90
Roofer-composition	1.15	1.05
Electrician:		
Contractor (personal services)	2.25	1.75
After January 31, 1952	2.40	1.95
Journeyman	1.40	1.10
After January 31, 1952	1.50	1.20
Cement finisher	1.15	0.90
Mastic floor finisher	1.00	0.85
Driller and breaker	1.15	1.00
Blacksmith	1.10	1.00
Blacksmith-drill sharpener	1.05	1.00
Rigger	1.15	1.10
Oiler	1.00	0.80
Kettleman	1.00	0.90
Mason	1.70	1.50
Labourer-common worker	1.00	0.80
Tractor operator	1.00	0.90
Mechanic-construction	1.10	1.00
Concrete steel or rod reinforcing worker	1.10	0.90
Sheet metal worker-erection	1.40	1.25

Trades	Rates per hour Zones	
	I	II
Painter, decorator	1.22	1.15
Painter-pneumatic machine	1.32	1.20
Plasterer	1.50	1.50
Diver	2.25	2.25
Screen (wood or metal), sash, window, steel partitions erector	1.40	1.25
Weatherstripper	1.40	1.25
Lather (wood)	1.40	1.25
Lather (metal)	1.40	1.25
Marble layer	1.50	1.25
Mastic floor layer	1.00	0.95
Terrazzo layer	0.90	0.85
Tile layer	1.00	0.90
Freight elevator operator	1.00	0.90
Mixer operator	1.00	0.90
Compressor operator	1.00	0.90
Cribman	1.00	0.90
Crane operator	1.15	1.15
Shovel operator	1.50	1.25
Pump operator	1.00	0.85
Terrazzo polishing machine operator (dry polishing)	1.00	1.00
Terrazzo polishing machine operator (wet polishing)	1.05	1.00
Welder	1.15	1.10
Stone cutter	1.70	1.60
Ornamental iron worker	1.00	0.95
Glazier	1.22	1.15

Building Trades, St. Jérôme and District

An Order in Council, dated January 31, and gazetted February 9, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559; May, 1950, p. 694, Oct., p. 1680, Nov., p. 1905; Jan., 1951, p. 64, Nov., p. 1539; Jan., 1952, p. 56).

Hours: 8 per day, 48 per week for journeyman; 9 per day, 54 per week for labourers. The above hours remain unchanged but this amendment provides that employers may now distribute the 48 hours per week over a 5-day period between the hours of 7 a.m. and 6 p.m. In the village of Shawbridge and that part of the area lying south of it hours are unchanged at 9 per day, 45 per week, no work on Saturday. However, in the county of Labelle hours are distributed between 7 a.m. and 6 p.m. Monday to Saturday inclusive, making a total of 48 per week.

Overtime: time and one-half for all hours worked in excess of regular hours until 10 p.m.; double time thereafter.

Minimum wage rates: new classifications are added to the wage scale as follows: cement bloc layer \$1.15 per hour; painter (junior journeyman) \$1; joint pointer (stone) \$1.37, joint pointer (wallboard) \$1.12.

Special provisions governing minimum wage rates for certain classifications in the county of Labelle are added to the section of this agreement governing minimum wage rates as follows: carpenter-joiner \$1.15 per hour; labourer 80 cents; weekly wage rate for watchmen (night and day) \$25 per week.

Trade

Retail Stores, Quebec

An Order in Council, dated January 31, and gazetted February 2, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 629, June, p. 783, July, p. 930; June, 1949, p. 736; Jan., 1951,

p. 64, and previous issues). This amendment extends the term of the present agreement until April 1, 1952, and thereafter from year to year, subject to notice.

Territorial jurisdiction now comprises the cities of Quebec and Sillery, the town of Quebec-West, and the municipality of Giffard. (Previously only the city of Quebec.)

Industrial Standards Acts, Etc.

Schedules of wages and hours recently approved by provincial Orders in Council in New Brunswick, Ontario and Alberta

Recent proceedings under the Industrial Standards Acts, etc.* include two new schedules and the amendment of three others, all summarized below.

NEW BRUNSWICK

CONSTRUCTION

Painters, Saint John

An Order in Council, dated January 24, and gazetted February 5, makes binding the terms of a new schedule for painters, decorators and paperhangers in the zone comprising the area within a radius of 15 miles from the county court house in Saint John, to be in effect from February 15, 1952, until June 4, 1952. This schedule does not apply to maintenance workers of commercial or industrial establishments who are in receipt of a regular salary from their employers, nor to employees engaged in ship-building or ship repairs.

Hours: 8 per day, Monday through Friday, 40 per week. Work which cannot be done

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August, 1951, p. 1110.

during regular working periods, because of its nature, or prevailing conditions, may be carried out during other periods of the day and these periods will be known as *special working periods*, such periods not to exceed in the aggregate 7½ hours Monday through Friday.

Overtime: time and one-half for the first four hours in excess of regular hours; double time thereafter and on Sundays and 8 specified holidays. Work on Labour Day only under exceptional circumstances.

Minimum hourly wage rates: \$1.15 per hour during regular working periods; \$1.28 per hour during special working periods.

ONTARIO

MANUFACTURING

Men's and Boys' Clothing Industry, Province of Ontario

An Order in Council, dated December 20, and gazetted January 26, amends the previous Order in Council for this industry (L.G., April, 1950, p. 519). This amendment to become effective February 5, 1952.

Minimum hourly wage rates and overtime rates: new minimum hourly wage rates, which are from 6½ to 10 cents higher than the previous rates, and new overtime rates are shown in the table on the next page.

Ladies' Cloak and Suit Industry, Province of Ontario

An Order in Council, dated January 4, and gazetted January 26, amends the previous Order in Council for this industry (L.G., March, 1951, p. 361). This amendment to become effective February 5, 1952.

Overtime as previously in effect is payable at time and one-half.

Minimum hourly wage rates are increased by from 6 to 14 cents per hour and are now as follows: class "A"—machine presser, section operator, skilled cutter, skilled operator, top presser \$1.34; class "B"—under presser \$1.28; class "C"—skilled fur tailor \$1.12; class "D"—trimmer \$1.08; class "E"—semi-skilled cutter, semi-skilled operator \$1.04; class "F"—piece presser \$1.02; class "G"—assistant fur tailor, hand baster, machine baster, special machine operator 86 cents; class "H"—finisher, lining maker,

MINIMUM HOURLY WAGE RATES AND OVERTIME RATES IN THE MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF ONTARIO

Class	Minimum Rates per Hour		Overtime Rates per Hour	
	Counties of Halton, Ontario, Peel, Went- worth and York	Rest of Province	Counties of Halton, Ontario, Peel, Went- worth and York	Rest of Province
	\$	\$	\$	\$
I—Coats, Vests and Pants (other than odd pants)—				
A—Cutter and marker.....	1.29	1.13½	1.82	1.59
B—Head operator (coats), first operator (vests).....	1.23	1.07½	1.72	1.50½
C—Trimmer.....	1.21½	1.06½	1.70	1.49
D—Pocket maker (coats and pants), edge-taper, seamer (pants), second operator (vests).....	1.15	1.00½	1.60	1.40
E—Finish presser and fitter (coats), leg and bottom presser (pants), finish presser (vests).....	1.12	.98	1.55½	1.36
F—Shaper, under-baster, top collar baster, edge baster by hand (coats), top stitcher (pants).....	1.07½	.94	1.49	1.30½
G—Lining maker, edge stitcher, joiner and pocket tacker, shoulder joiner, gorget sewer, exam- ining brusher, dart sewer (coats), lining maker (pants), waistband operator (pants), top presser (pants), fitter (vests).....	.98½	.86	1.35	1.18
H—Seam or under presser (vests).....	.95½	.83½	1.31	1.14½
I—Alteration tailor (coats, vests and pants).....	.94	.82	1.28½	1.12½
J—Chopper.....	.93	.81½	1.27	1.11
K—Edge presser and seam or under presser (coats).....	.90	.79	1.22½	1.07
L—Lining baster, facing baster by hand, collar setter, shoulder and under collar baster, edge baster machine (all on coats), pocket maker and out- side seamer on boys' longs, shorts and bloom- ers and lining stitcher boys' shorts, etc.....	.87½	.76½	1.19	1.04
M—Try-on baster.....	.86½	.75½	1.17	1.02½
N—Seam presser (pants).....	.83	.72½	1.12	.98
O—Finish presser on boys' longs, shorts and bloomers	.81	.71	1.09	.95½
P—Assistant trimmer.....	.77	.67½	1.03	.90
Q—Sleeve maker, buttonhole maker (machine), special machine operator, lapel and collar padder, armhole serger, fitter (pants), trim- ming maker (pants), lining and back maker (vests), third operator and baster (vests).....	.74½	.65	.99	.86½
R—Separator of coats and vests.....	.73	.64	.97	.85
S—Canvas maker hand, separator (pants).....	.70½	.61½	.93	.81½
T—Ticket pocket maker, canvas baster by machine and hand, facing and bottom tacker, facing baster by machine, finisher (coats), finisher (pants and vests), buttonhole maker by hand, special machine operator (pants), button sewer, buttonhole tacker, canvas maker by machine, cleaner and basting puller, busheler on pants and general helper.....	.68	.59	.89½	.78½
U—Binder, bottom trimmer (pants), pocket piecer (vests), and thread marker.....	.64	.56	.83½	.73
II—Manufacture of Odd Pants				
A—Cutter or marker.....	1.11	.97	1.58	1.38
B—Trimmer or lining marker, pocket maker, inside and crotch seamer, outside seamer.....	1.02½	.89½	1.45	1.27
C—Leg presser and lining or top stitcher.....	.96½	.84½	1.36	1.19
D—Top presser, lining sewer, hip pocket cutter.....	.86½	.75½	1.21	1.06
E—Chopper.....	.80	.70	1.11	.97
F—Pocket maker, lining sewer, stitcher and presser on boys' longs, shorts and bloomers.....	.74½	.65	1.03	.90
G—Layer-up, fly sewer.....	.69½	.61	.95½	.83½
H—Fitter, seam presser, facing operator, curtain maker, buttonhole maker on odd pants and seamer on boys' longs, shorts and bloomers.....	.63½	.55½	.86½	.75½
I—Assistant trimmer, cuff presser and waistband operator.....	.62½	.54½	.85	.74½
J—Pocket serger, bar tacker, fly maker, button sewer, loop maker, buttonhole tacker, cuff machine operator, ticket sewer, examiner and cleaner.....	.57½	.50½	.77½	.68
K—Pant crease felling machine operator.....	.56½	.49½	.76	.67

skirt maker 84 cents; class "I"—button sewer, general hand or examiner 58 cents per hour.

CONSTRUCTION

Painters, Ottawa

An Order in Council, dated January 24, and gazetted February 9, makes binding the terms of a new schedule for the painting and decorating industry in the Ottawa zone, to be in effect from February 19, 1952, "during pleasure". The terms of this schedule are similar to those of the schedule previously in effect and summarized in the *LABOUR GAZETTE*, May, 1951, with the exception of the following:—

Minimum hourly wage rates are increased from \$1.37 to \$1.50 for spray painting and from \$1.22 to \$1.35 per hour for all other work. Minimum rates for *night work* which were formerly 10 cents per hour higher than those rates for work done during regular work periods are now increased from \$1.47 to \$1.65 for spray-painting and from \$1.32 to \$1.50 per hour for all other work.

ALBERTA

MANUFACTURING

Bakery Products, Calgary

An Order in Council, dated January 7, and gazetted January 15, amends the previous Order in Council for this industry (L.G., April, 1950, p. 519).

Minimum weekly wage rates for male and female employees: ovenmen, doughmen, cake bakers \$48.15; dividermen, moulder-

men \$45.90; assistant doughmen, assistant ovenmen, assistant moulder men \$42.75; bread racker \$39.15; head shipper \$41.85; assistant shipper, wrapping machine operator, janitors, cleaners, pan washers \$39.15; receiver, maintenance man, machine pan greaser \$40.95; mechanics \$43.65; apprentices \$30.15 during first 6 months to \$42.75 during eighth 6 months, thereafter as per schedule.

Minimum wage rates for female employees: female help in bread shop—checkers, packers \$33.30; rackers and bread wrappers \$31.95; female help in cake shops (on bench work)—bench work (added classification) \$34.65; cookie and doughnut machine operators \$34.65; cake depositor operator \$37.35; other help in cake shop—wrappers, finishers, packers, box makers, liners, cake machine wrappers \$31.95. (The above wage rates for male employees are from \$3.65 to \$6.65 per week higher than the maximum rates of the previous wage scale and those rates for female employees are from 45 cents to \$2.45 per week higher than the previous maximum rates.) Inexperienced employees (male and female) will be paid 10 per cent less than the regular rate set for their classification during first 6 months of employment; 5 per cent less during second 6 months; after 12 months they will receive the regular rate for the classification. Employees performing work between the hours of 9 p.m. and 6 a.m. will now be paid extra compensation of 9 cents per hour instead of 5 cents as previously in effect. Experienced employees (male and female), after one week's trial, if proving themselves experienced, will be paid the regular rate for their classification.

Other provisions of this amendment include apprenticeship regulations.

Recent Significant Negotiations in the United States

Wage increases for approximately 40,000 over-the-road truck drivers employed by 500 trucking firms located in 14 central-mid-western states of the United States were provided in a three-year agreement reached with the Teamsters' Union Central States Drivers Council (AFL), it is reported in the March issue of the *Monthly Labor Review*, a publication of the United States Department of Labor.

The report is included in a roundup of significant negotiations. Other agreements reported include the following:—

A one-year agreement affecting about 25,000 clerical and mechanical workers was reached on January 9 between the Utility Workers Union (CIO) and the Consolidated Edison Co., Inc., supplier of elec-

tricity, gas and steam to the New York area. It provided a general wage increase of 11 cents an hour, a 10-per-cent rise in pensions, and other fringe benefits.

Agreements reached between the Building Service Employees' Union (AFL) and New York loft and office building operators provided a wage increase of \$3 a week (7½ cents an hour) for approximately 18,000 employees. The settlements concluded negotiations held under wage re-opening provisions of three-year contracts signed in January, 1951.

Ratification of a contract affecting about 25,000 employees of the Westinghouse Electric Corp. was announced by the United Electrical, Radio and Machine Workers (Ind.) on January 6. The agreement, retroactive to November 1, provided wage increases ranging from 5 to 10 cents an hour and three weeks' vacation after 15 years' service.

Labour Legislation in Quebec, 1951-52

Amendment to Workmen's Compensation Act was chief labour enactment of 1951-52 session. Compensation now payable at rate of 70 per cent on maximum yearly earnings of \$3,000 (formerly 66 $\frac{2}{3}$ per cent on \$2,500)

The chief labour enactment of the 1951-52 Quebec legislative session, which was convened November 7 and ended January 23, was an Act to amend the Workmen's Compensation Act. Under its provisions, compensation will now be payable at the rate of 70 per cent on maximum yearly earnings of \$3,000. Before this amendment, the percentage rate was 66 $\frac{2}{3}$ and the maximum amount of earnings taken into account in determining compensation was \$2,500 a year.

Legislation was enacted to authorize the Quebec Government to participate in the joint federal-provincial plan for old age assistance and blind persons' pensions provided for by the federal Old Age Assistance and Blind Persons Acts, 1951.

Workmen's Compensation

Two important amendments were made to the Workmen's Compensation Act. One raised the maximum amount of average earnings which may be taken into account in computing compensation from \$2,500 to \$3,000 a year and provided that for purposes of assessment, from January 1, 1952, any amount in excess of \$3,000 which is paid to a workman must be deducted from the payroll. The same increase was made with respect to the maximum wages or salary of an employer or director of a corporation who wishes to be covered as a workman under the Act.

A second amendment increased the rate of compensation for total disability from 66 $\frac{2}{3}$ per cent to 70 per cent of average weekly earnings, or, in the case of partial disability, to 70 per cent of the difference in average weekly earnings before and after the accident. The same percentage rate applies with respect to the total monthly compensation payable in death cases. The maximum amount which may be paid, exclusive of the allowance for burial expenses, is now 70 per cent of the workman's average monthly earnings, instead of the former 66 $\frac{2}{3}$ per cent.

The increase in the compensation rate applies only to accidents which occur after February 1, 1952.

Sanitary Conditions in the Food Trades

The Quebec Public Health Act was amended to authorize regulations to be made providing for wider sanitary control of the food industry. The regulations may require measures to be adopted to ensure that the production, handling, preservation and distribution of food or food products are done by sanitary methods; may prohibit the sale of any food which does not meet specific health requirements; and may regulate the sanitary condition of establishments where foods are prepared, handled or stored.

Previously, the Act merely provided for regulations defining the causes which rendered meat and food products unsuitable for human consumption and prohibiting the sale of such foods. Such regulations were issued under this provision in 1944.

Housing

Further amendments were made to the Act passed in 1948 to improve housing conditions in the province by authorizing the Government to bear interest charges in excess of two per cent on loans made by credit unions or loan societies to individuals, syndicates or co-operative building societies for the construction of homes.

The Act provided that the Government's financial contribution should be made on condition that the interest rate did not exceed five per cent per annum and only to the extent of a capital sum of \$6,000 for a self-contained family dwelling and \$10,000 for a two-unit dwelling.

The amendment provides that, on the recommendation of the Quebec Farm Credit Bureau, the Lieutenant-Governor in Council may, when he deems it expedient because of increased costs of building and of borrowing money, guarantee and pay

three per cent interest even if the lender charges more than five per cent but not over six per cent interest.

It is also stipulated that the Government will pay this portion of interest to the extent of a capital sum of \$7,000 in the case of a self-contained family dwelling and \$12,000 in the case of a two-unit dwelling.

By a further amendment, the Government is authorized to spend an additional \$10,000,000 for the purpose of paying this interest. This additional sum will bring the total amount which has been allotted for this purpose to \$30,000,000. The preamble to the amending Act notes that the Act to improve housing conditions has since 1948 made it possible to procure housing for over 48,000 persons.

Rent Control

Several amendments were made to the Act respecting the regulation of rentals, 1951, and its title was changed to "An Act to promote conciliation between lessees and property-owners."

The Act, which formerly applied to cities and towns, may now be extended to municipalities or territories situated within a five-mile radius of a city or town if the Lieutenant-Governor in Council considers that circumstances warrant such an extension. The Act is specifically declared not to apply to premises leased for commercial or industrial purposes.

The administrative procedure set up under the Act was made more flexible. Instead of being required to appoint one administrator in areas with a population of less than 100,000 persons and an administrator and an assistant in more populous areas, the Lieutenant-Governor in Council is now empowered to appoint a rental administrator for each territory it may designate and as many assistants as are necessary.

The Act provides that, where the lessor and lessee are unable to agree on the prolongation of a lease or on the terms of a new lease, the lessee may apply to the local administrator to extend the term of the lease and fix the rent. An amendment provides that in such cases the administrator may prolong the lease for any period he deems fair and just to the parties but not longer than May 1, 1953, the date of termination of the Act.

The amending Act stresses the administrator's role as conciliator. After hearing the parties and before rendering his decision, he must endeavour to bring the parties to a reasonable agreement. For this

purpose he may send to the parties a proposal of settlement and if, within 10 days of mailing, neither party serves notice on the administrator of his refusal to accept it, they shall be deemed to have accepted the proposal. Otherwise, the administrator will hear the case in the ordinary manner. The parties are bound by any agreement they make or are deemed to have made.

An administrator or the Rental Commission may apportion in equal monthly payments over a period not exceeding six months the additional rent which a lessee may be required to pay after adjudication on his application, if the decision was given more than three months after the filing of his application.

Old Age Assistance

An Act to assist persons aged 65 to 70 years was passed to authorize the province to enter into an agreement with the federal Government to provide for the payment from January 1, 1952, of assistance of up to \$40 a month to needy persons between the ages of 65 and 69 years, in accordance with the federal Old Age Assistance Act (L.G., 1951, p. 1261), and to provide for the administration of the old age assistance program. Under the federal Act, the Government of Canada is required to pay to the province one-half of the cost of the allowances.

The provincial Government is also authorized to enter into an additional agreement with the Government of Canada for the purpose of increasing the allowance. Provision is made for the Lieutenant-Governor in Council to adopt regulations for the payment of assistance in special cases to persons between 65 and 69 years who do not meet the required conditions for assistance but to whom the Social Allowances Commission deems that an allowance should be granted.

The former Old Age Pensions Commission of three members is continued, but its name is changed to the Quebec Social Allowances Commission. The Commission has power to receive and hear all applications for assistance and to decide the cases finally and without appeal. Every decision of the Commission in an application for assistance must be communicated immediately to the Minister of Social Welfare and Youth and to the person concerned.

As before, special officers may be appointed in territories designated by the Lieutenant-Governor in Council for the purpose of receiving applications for allowances.

Allowances are, as previously, not subject to attachment or seizure and exempt from provincial and municipal taxes, and the receipt of assistance will not disqualify the recipient from voting at a provincial, municipal or school election.

The Commission is authorized to pay the allowance to a person, society or institution who or which has undertaken to care for the applicant, provided that his consent is first obtained.

Penalties are provided, on summary conviction, for a person who receives an allowance knowing that he is not entitled to it or for a person who assists another to obtain assistance to which he is not entitled under the Act.

The former Old Age Pensions Act is rescinded.

Allowances for Blind Persons

A Blind Persons Allowances Act was also enacted to authorize the provincial Government to make an agreement with the federal Government for the payment of pensions of up to \$40 a month from January 1, 1952, to needy blind persons over 21 years of age. Under the federal Blind Persons Act (L.G., 1951, p. 1262) the Government of Canada pays 75 per cent and the provincial Government 25 per cent of the cost of assistance to blind persons who satisfy the conditions set out in the federal Act.

The Blind Persons Act is also to be administered by the Quebec Social Allowances Commission. The other provisions of this Act are similar to those of the Old Age Assistance Act noted above. The former Act is repealed.

Legal Decisions Affecting Labour

Court holds that a student employed at summer hotel is entitled to compensation for injuries suffered in hotel swimming pool. Union is ordered to reinstate expelled member and pay him damages for loss of employment. Application for court order directing a representation vote is dismissed; Labour Board fulfilled its functions, court holds

Reversing a ruling of the Workmen's Compensation Board, the New Brunswick Supreme Court, Appeal Division, held that a university student employed as waitress at a CPR summer hotel was entitled to compensation under the Act for injuries suffered while swimming in the hotel pool.

The New Brunswick Supreme Court, Chancery Division, ordered Local 1720 of the International Longshoremens' Association at Saint John to reinstate an expelled member and to pay him damages for loss of employment.

A union application for a court order requiring the Manitoba Labour Board to take a representation vote at a Winnipeg laundry was dismissed on the ground that the Board had fulfilled its functions under the Act.

New Brunswick Supreme Court . . .

... holds accident on employer's premises to be in course of employment, though worker off duty*

The New Brunswick Supreme Court, Appeal Division, on September 18, 1951,

reversed a judgment of the provincial Workmen's Compensation Board. The Board had refused compensation to a girl, employed as waitress in a summer hotel, who was injured on her employer's premises while off duty.

The accident occurred when she dove into shallow water at the bathing beach on the hotel grounds. With one of the three judges dissenting, the Court held that, since swimming facilities were provided to the waitress because of her employment, the accident arose out of and in the course of her employment and was compensable under the New Brunswick Workmen's Compensation Act.

The Workmen's Compensation Act makes provision for an appeal to the Supreme Court from any order, ruling or decision of the Board involving any question as to its jurisdiction or any question of law. The employer in this case, the Canadian Pacific Railway Company, appealed the Board's decision to the Court.

Mr. Justice Harrison, with Mr. Justice Hughes concurring, gave reasons for the

Court's decision. He first described the terms of the applicant's employment and the circumstances of the accident.

On May 4, 1949, Marilyn Ann Noell, a 20-year-old university student, was engaged by the CPR to work as a waitress in their Algonquin Hotel at St. Andrews, N.B., from June 4 to September 10, at a wage of \$35 per month. In addition to receiving sleeping accommodation and meals, she was entitled to play on the tennis courts, to use the golf links at a reduced fee, and to swim at the hotel's private beach. The assistant manager of the hotel explained in his evidence that university students like Miss Noell were engaged at a wage lower than the prevailing rate, and that these recreational privileges were part of their compensation.

On June 23, the day of the accident, since Miss Noell and a friend were told at breakfast that they need not return to work until 5 p.m., they went to the hotel beach at Katy's Cove.

Gates at the mouth of the cove, through which the water flowed at high tide, were closed when the tide went out to hold the water. At ebb tide the previous evening, the gates had been opened in order to change the water. The cove would empty in one ebb tide, but it would take three flood tides to fill it completely. For this reason, the water in the cove was only about two feet deep on June 23 instead of the usual five feet. Miss Noell did not know about the system of water control and that the water varied in depth from time to time. She dove from the end of a floating jetty and struck the bottom, suffering very serious injuries, which, according to the medical report dated in June, 1950, would permanently disable her from work.

Mr. Justice Harrison quoted from Section 7 of the Workmen's Compensation Act, which provides that compensation shall be paid to a workman where personal injury is caused to him "by accident arising out of and in the course of his employment". He then reviewed Halsbury's interpretation of these terms, and mentioned several cases dealing with the problem of whether an accident arose "out of" and "in the course of" employment. He considered significant the fact that Miss Noell's employment was continuous, and that the accident occurred on her employer's premises.

His Lordship referred particularly to the case of *Knight v. Howard Wall Ltd.* (1938) 4 All ER 667, where an employee was injured by a dart while eating his

mid-day meal in a canteen on the employer's premises. It was held that, although the workman was under no obligation to go to the canteen, it was a term of his employment that he had a right to be there, and that the accident was compensable. Mr. Justice Harrison quoted from the judgment of the Court in that case:—

Can it make any difference that he is there in the course of his employment, as a term of the contract which gives him a right to be there, rather than in the carrying out of a duty? I think that it can make none. Once it is established that it is part of the course of the employment—that is to say, that it is a term of his contract that he should be there—the accident . . . is one which, I think, arises out of the employment.

His Lordship concluded that the case of Miss Noell was similar. It was a term of her employment that she had a right to be at the bathing beach, and recreation on the hotel premises in off-duty hours was a natural incident of her employment. It was part of her compensation to be permitted to use these facilities. For these reasons he found that the accident arose out of and in the course of her employment. Finally, Mr. Justice Harrison expressed his opinion that the Act should be interpreted liberally, since it is not an Act defining an employer's liability but an insurance Act designed to rehabilitate injured workmen and to assist in lessening or removing any handicap resulting from their injuries. The appeal was accordingly allowed.

Mr. Justice Bridges, dissenting, stated that he could not agree that the accident arose out of or in the course of Miss Noell's employment. He quoted a statement of Lord Dunedin in the case of *Davidson & Co. v. Officer*, 87 LJ PC 58:—

In my view, "in the course of employment" is a different thing from "during the period of employment". It connotes, to my mind, the idea that the workman or servant is doing something which is part of his service to his employer or master. No doubt it need not be actual work, but it must, I think, be work, or the natural incidents connected with the class of work—for example, in the workmen's case the taking of meals during the hours of labour; in the servant's, not only the taking of meals but resting and sleeping, which follow from the fact that domestic servants generally live and sleep under the master's roof.

Mr. Justice Bridges stated that he could not see how swimming in Katy's Cove was a natural incident of waiting on tables at the Algonquin Hotel.

He found a significant difference between the case already referred to (*Knight v. Howard Wall Ltd.*), where a workman was injured in his employer's canteen, and the case under consideration. Contrasting these two cases, he stated:—

It does not seem to me unreasonable to hold that it is incidental to his employment for a workman to eat his meal at a canteen provided by his employer on premises where he is employed even though it is optional for the workman. . . . I can see a connection between the work and the eating of the meal during a one-hour period of intermission from work. In the case at bar I fail to see . . . any "legal nexus" between waiting on tables at the Algonquin Hotel and having a swim at Katy's Cove, one-half mile distant, during a period of some six hours when the employee is at liberty to do what she likes or go where she pleases. . . . Miss Noell may have been at Katy's Cove by virtue of her employment or incidental to her contract of service but she was not in my opinion at the cove in the course of her work as a waitress or doing anything incidental to such work . . .

Mr. Justice Bridges would therefore have dismissed the appeal. *Re CPR and Noell*, [1952] 1 DLR, 426.*

New Brunswick Supreme Court . . .

... orders reinstatement of longshoreman expelled contrary to union constitution, awards him damages

A longshoreman who lost his job because of his expulsion from a Saint John local of the International Longshoremen's Association won his case for damages against the union.

In a decision given on January 30, the New Brunswick Supreme Court, Chancery Division, held that his expulsion was illegal under the union's constitution and ordered his reinstatement as a union member in good standing. Damages were assessed on the basis of the reduction in his earnings resulting from the loss of his employment as a longshoreman.

In giving reasons for decision, Mr. Justice Hughes described the events leading up to the expulsion of McRae, the plaintiff, from his union. McRae had once been president of the local union, known as Local 1720, Cargo and Gangway Watchmen's Union of the Port of Saint John, New Brunswick. At a union meeting on June 2, 1949, he brought charges against four executive members, accusing them of violating the union's constitution and of embezzling funds. A committee investigated these charges and reported that

they were without foundation. As the result of a secret ballot vote (17 to 15) at a meeting on July 7, a resolution was passed expelling McRae from the union for bringing false charges.

Under the constitution of the International Longshoremen's Association and the by-laws of the local union, expulsion deprives a longshoreman of his right to employment on jobs controlled by the union. The employers of labour on the docks were notified that McRae had been expelled from the union and, as a result, he was unable to obtain employment as a longshoreman. After July 7, 1949, he depended on odd jobs for the support of himself and his family.

His Lordship examined the sections of the ILA constitution dealing with methods of disciplining members and officers of local unions who are found guilty of violating any provision of the constitution, or of dishonesty, misconduct, or conduct detrimental to the welfare of the ILA. Sections 3 and 4 of Article XVIII describe the procedure for making charges against a member. A written statement specifying the acts or conduct with which the accused is charged must be filed with the recording secretary of the local union or district council or district organization or with the international secretary-treasurer. The secretary must promptly transmit a copy of the charges to the accused member with written notice of the time and place of the hearing, to be held not less than five days after the date of the notice. The hearing will be conducted by the executive board of the local union or of the district council or organization or by a committee appointed by the board. The accused member has the right to appear at the hearing, to produce and cross-examine witnesses, and to be represented by any member of the ILA in good standing.

Mr. Justice Hughes stated that a person who joins a union becomes subject to its constitution and by-laws but that the union does not acquire any other control of him. In disciplining a member, the union must follow the procedure contained in the constitution. In McRae's case, since no charges were laid and no hearing was held, his expulsion was not carried out according to the constitution.

His Lordship discussed the seriousness of expulsion from a union when it deprives a man of his means of livelihood. He

*This decision is being appealed to the Supreme Court of Canada.

quoted from Mr. Justice O'Halloran's statement in *Kuzych v. White* (1950) 4 DLR 187:—

A member has a right to work at his trade. If membership in a union is a condition attached to working at his trade, then he has an indefeasible right to belong to that union. It must be so, or else the union can have no right to agitate for a closed shop. For a union to set itself up as the sole arbiter of who shall join the union and remain a member, and at the same time declare that no one shall be employed who does not belong to the union, is an attempt to exercise totalitarian powers which no constitutional democratic country claims to have, or has the right to confer upon any union.

It was argued on behalf of the union that Article XIX, Section 5 of the constitution deprived the plaintiff of his right to bring an action. Section 5 reads:—

No member shall institute any civil action, suit or proceeding in any court against the ILA, any of its local unions or district councils or district organizations . . . on account of any controversy for which a remedy by trial or appeal is provided for in this constitution unless and until he has first exhausted all such remedies of trial and appeal.

Mr. Justice Hughes considered that the prohibition was not applicable in this case, since the proceedings to expel McRae from the union were not taken under the constitution. His Lordship stated:—

The union took away the plaintiff's right to work by expulsion without any attempt to proceed under the constitution. Under the ordinary rules of justice no man can be prevented from working without a hearing . . . It is the duty of a court of justice to prevent such an injustice.

The Court declared that the resolution to expel McRae from his union was null and void, and that he remained a member in good standing entitled to all rights and privileges arising from membership. A decree was issued ordering the union to reinstate McRae and to issue him a membership card.

Mr. Justice Hughes estimated that the plaintiff's loss of employment as a longshoreman reduced his earnings by approximately \$500 per year, and assessed the total loss at \$1,116.65. The union was ordered to pay this sum in damages, with costs. The case against individual members of the union was dismissed. *McRae v. Local 1720, The Cargo and Gangway Watchmen's Union of the Port of Saint John*, Supreme Court of New Brunswick, Chancery Division, January 30, 1952.

Manitoba Court of King's Bench . . .

. . . upholds Labour Board's refusal to certify a leather workers' union for unit of laundry workers.

The Court of King's Bench of Manitoba on December 27, 1951, dismissed the application of the Winnipeg Leather Workers' Union, Local 430 (IFLWU) for an order directing the Manitoba Labour Board to take steps to determine the wishes of the employees of North-West Laundry Limited as to the selection of a bargaining agent. The Board had refused to certify the union on the ground that it had failed to establish that a majority of the affected employees were members in good standing of the union. The Court held that in reaching this decision the Board had given full consideration to the matters in issue and had no further duty to perform.

Mr. Justice Beaubien described the events leading up to the court action. On May 22, 1951, the union applied to be certified as bargaining agent for all the employees, except office workers, of the Winnipeg plant of North-West Laundry Limited. The Board, after considering the employer's objection and the union's reply, and after hearing evidence on behalf of both parties, dismissed the union's application on August 15. Written reasons for this decision were issued. Two days later the union served notice on the Board and on the laundry, requesting the Board to hold a representation vote among the employees of the laundry and to certify the union if a majority of the employees should choose it as their bargaining agent. On September 28 the Board rejected this request, again giving written reasons for decision. The union then applied to the Court for a *mandamus* order against the Board.

[In its statement issued in August, the Board stressed the requirement contained in the 1948 Manitoba Labour Relations Act that a union applying for certification must establish that a majority of the employees in the bargaining unit are members in good standing. Under earlier legislation it was sufficient for a majority of the affected employees to give written authorization for the union to bargain on their behalf. The Board referred to Sections 7 and 9 of the Act, which make membership in good standing by a majority of the affected employees a necessary qualification for a union seeking certification, and to Section 59 (1) (h), which places on the Board the responsibility of

determining whether or not a person is a member in good standing of a trade union.

The Board maintained that in the case of this application it was not possible under the constitution of the union for employees of the laundry to be members in good standing. In a definition of persons eligible for membership in the union the constitution mentioned only employees in the fur or leather or related industries. Further, the Board found no authority in the union's constitution for waiving of the requirement that an applicant for membership must have paid the full initiation fee before he could be regarded as a member in good standing. This had been done on the authorization of the International President during the campaign for organization of the laundry workers. For these reasons the Board dismissed the application for certification.]

Mr. Justice Beaubien quoted from the reasons for decision issued by the Board on September 28:—

The Board is, under the Act, charged with the sole responsibility of determining, when the matter is at issue before it, whether a person is a member in good standing of an applicant or respondent union. To make this determination the Board, with whom the union constitution has been duly filed, merely accepted and applied the plain wording of the constitution—wording which needed no interpretation. Counsel for the applicant asked the Board to ignore the union's own constitution and to substitute a different formula, declaring persons to be members

in good standing when the union constitution excludes from such membership. The Board majority is of the opinion that to make such a declaration would be an invasion by the Board of the internal working of the union and a re-writing by the Board of the union constitution. These things they refuse to do.

In presenting his case for a *mandamus* order, counsel for the union relied on Section 9 (1) (b) of the Manitoba Labour Relations Act, which provides that, when a union applies for certification, the Board

shall take such steps as it deems appropriate to determine the wishes of the employees in the unit as to the selection of a bargaining agent to act on their behalf.

Mr. Justice Beaubien stated that after reading the reasons for decision issued by the Board he was of the opinion that all matters in issue had been fully considered and that the Board was now *functus officio*. In his view, the Board is required by Section 9 (1) (b) to take such steps "as it deems appropriate" to determine the employees' wishes only when an application for certification is pending. The provisions of that subsection cannot be invoked by a union after its application has been finally disposed of by the Board.

The Court dismissed the union's application with costs. *Winnipeg Leather Workers' Union, Local 430 (IFLWU) v. The Manitoba Labour Board and North-West Laundry Limited*, Manitoba Court of King's Bench, December 27, 1951.

Recent Provincial Regulations

Amendments to Saskatchewan Hours of Work Act and Minimum Wage Act are declared in effect. Alberta adds some new sections to the regulations under Coal Mines Regulation Act, regulations under Public Health Act

Regulations under the Alberta Coal Mines Regulation Act have been amended. New sections have been added governing operations where strip mining and underground extraction are carried on from the same seam or from connected seams. Alberta has also replaced the regulations providing for payment of supplementary allowances to certain recipients under the Old Age Security Act (Canada) or the Blind Persons Act (Canada) and issued new regulations under the Public Health Act.

Among the other provincial regulations summarized below are revisions and consolidations of both Hours of Work and Minimum Wage Orders of Saskatchewan. The revisions became necessary when 1951 amendments to the Hours of Work Act making its application the same as that of the Minimum Wage Act were proclaimed in effect on March 1. No increase was made in minimum wage rates.

Alberta Coal Mines Regulation Act

The regulations issued in 1948 governing strip pit mining were amended by O.C. 120-52, made on January 28 and gazetted February 15, to add new sections governing coal mining operations where strip mining and underground extraction are carried on from the same seam or from connected seams.

In a case of combined operations where underground extraction is being carried on under stripping, the manager of the underground mine must be responsible also for the strip mine and must hold both a mine manager's certificate and a strip mine manager's certificate. A foreman who holds a certificate of competency as such must be appointed to take charge of the strip mine.

Where combined operations are carried on, there must be adequate ditches and other works, approved by the district inspector, to prevent water from entering the strip mine. The foreman must make one complete inspection in each half of a shift of all ditches and areas at which water might enter the mine and must report these inspections in a book kept at the mine for that purpose. During a period of bad weather or other abnormal conditions, the management must have the ditches and other works patrolled continuously.

If any condition exists tending to cause danger to any employee, either on the surface or underground, the foreman must immediately withdraw all persons under his charge to a place of safety and must report at once to the person who has the responsibility for operations underground, who must withdraw all those under his charge. Except when necessary for inquiring into or removing the cause of danger, no person may be readmitted to the dangerous part of the mine until a competent person has made a complete inspection and found that the dangerous condition no longer exists, has signed a report of such inspection, and has posted a copy in a conspicuous place at the mine stating that the mine is not dangerous.

The management must provide efficient telephonic communication between the stripping and the underground operations, with receiver boxes placed so that the signal bell will be heard clearly by the attendant.

Several other new provisions were added. When the manager of a strip mine is temporarily absent for a period of not more than 30 days, the foreman, or some other competent person to whom the

district inspector has given written permission, may act in the place of the manager. He will then have the same responsibility and be subject to the same liability as a manager.

The land on which a strip mine is located must be backfilled and levelled as operations progress and restored as nearly as possible to its original condition; but no backfilling may be done in a seam inclined at an angle of 20 degrees or more from the horizontal without the written permission of the Director of Mines.

No water may be allowed to accumulate in a strip mine unless the Director of Mines, upon application, permits the accumulation of water in a particular case under prescribed conditions, where he is satisfied that it is in the public interest.

Every test hole made for the purpose of finding a coal seam must be filled when it has served its purpose, or whenever the district inspector requires it.

Another new provision is that, where the Director requires it, sufficient accommodation must be provided at the strip mine where the employees may wash themselves and dry and change their clothes. Such accommodation must not be in the engine or boiler house.

Under the same Act, the regulations established by O.C. 1432-45, relating to coal mines in general, were amended by O.C. 121-52, made January 28 and gazetted February 15.

The section amended deals with the precautions to be taken when the workings of a mine approach a bore-hole drilled or being drilled for petroleum, natural gas or other minerals. A new subsection prohibits the mining of coal within 300 feet of a bore-hole or such other distance as the Director of Mines may prescribe in a particular case. As before, where the workings approach within 2,000 feet of a bore-hole, an accurate plan must be kept in the office at the mine, on the same scale as the plan used at the mine, showing the position of the workings in relation to the bore-hole and the projected workings. The owner, agent or manager must forward a copy of this plan to the Director, as well as any amendments or additions to the plan as soon as they are made. A new provision makes it the duty of the owner or manager to comply with all the requirements of the Director relating to the safety of the workers and of the mine and to the conservation of coal resources.

Alberta Old Age Pensions Act

By O.C. 119-52 of January 28, gazetted February 15, the regulations made on January 7 and gazetted January 15 (L.G., March, 1952, p. 314) providing for the payment of supplementary allowances not exceeding \$10 a month to certain recipients under the Old Age Security Act (Canada) or the Blind Persons Act (Canada) were repealed and replaced. The Old Age Security Act applies to persons over 70 years of age.

The new regulations, effective from January 1, reproduce most of the provisions of the earlier regulations. Previously, all persons who were receiving a supplementary allowance under earlier legislation in December, 1951, were to continue to receive a supplementary allowance of \$10 a month as long as they were recipients under the Old Age Security or Blind Persons Act. This clause remains in effect for Alberta residents but separate provision is now made for Alberta pensioners residing in another province. They will receive as supplementary allowance the amount to which they would be entitled if they were pensioners of that province, up to but not exceeding \$10 a month. The new regulations omit the provision that these people who were being paid a supplementary allowance in December, 1951, would continue to receive free hospitalization and medical services.

These regulations, like the earlier ones, were made subject to the Legislature enacting at the 1952 session a Supplementary Allowances Act retroactive to January 1, 1952. The Speech from the Throne forecast the introduction of such a Bill to apply to all pensioners in the 65- to 69-year age group and to certain categories of persons under the Old Age Security Act (Canada).

Alberta Public Health Act

New regulations under this Act governing the issue of permits for plumbing installations provide that, in an urban municipality of 2,000 or more persons or in one with a water and/or sewerage system, the local municipal council must appoint inspectors to inspect all plumbing installations within the boundaries of the municipality. In all other municipalities, inspection is provided by the provincial Government. The regulations (O.C. 151-52) were made on February 4 and gazetted February 15.

Ontario Old Age Assistance Act

Regulations filed on February 8 and gazetted February 23 (O.Reg.68/52), prescribe administrative details for the payment of old age assistance and set out the forms to be used in applying for old age assistance.

Field workers of the Department of Public Welfare are designated as investigators under the Act. Recipients of old age assistance are entitled to receive free medical and dental services provided under any agreement between the Crown and the Ontario Medical Association and The Royal College of Dental Surgeons of Ontario.

Prince Edward Island

Workmen's Compensation Act

Two amendments to the regulations under the Workmen's Compensation Act were approved on January 29 and gazetted February 9. One excludes the industry of transportation by taxi from the scope of Part 1 of the Act, unless at least 25 persons are employed at the same time. The other amendment merely re-words the section which excludes navigation from Part 1. It now states that the industry of navigation, including the operation of any boat or vessel owned or controlled in the province that is engaged in business which takes it outside the boundaries of the province, is excluded unless at least 200 persons are employed.

Saskatchewan Hours of Work and Minimum Wage Acts

By proclamation dated January 31 and gazetted February 9, certain amendments made to the Hours of Work Act and the Minimum Wage Act at the 1951 session of the Legislature were declared in effect from March 1, 1952.

The amendments to the Hours of Work Act, now proclaimed in force, widened the application of the Act to make it the same as that of the Minimum Wage Act. "Employer" under the Hours of Work Act is now defined as any employer of labour who is affected by any order of the Minimum Wage Board and "employee" means any person employed by such employer and affected by any such order.

The Minimum Wage Act applies to all occupations except farming and domestic service in the cities, towns and villages of the province with 300 or more people, and to any area where mining, logging, lumbering or factory operations are carried on.

Before this change, the Hours of Work Act applied to all workplaces in cities, to all factories in the province, and to offices and shops in any portion of the province to which the Minimum Wage Act was applicable (places of 300 or more population).

The effect of the change is to bring under the Hours of Work Act, in addition to the workplaces previously covered, workplaces *other than* factories, offices and shops in towns and villages of the province, and certain persons, e.g., janitors and caretakers in residential buildings and long-distance truckers, who were formerly excluded.

The Hours of Work Act, 1947, is a statute which does not place absolute limits on working hours. Rather, it requires an employer to pay time and one-half the regular rate for work done after eight hours in a day or after 44 hours in a week.

The 1951 amendments to the Minimum Wage Act, declared in force from March 1, repealed the provision which permitted the Minimum Wage Board, subject to the Hours of Work Act, to determine the daily or weekly hours which should constitute overtime and to fix the minimum wage to be paid for such overtime. Under the section, the Board had power to prescribe an overtime rate for employment to which the Hours of Work Act did not apply. Such a provision is no longer necessary since the Minimum Wage and Hours of Work Acts now cover the same field of employment.

The amendments also replaced the clause which empowered the Board to determine what days should be public holidays and to fix the minimum wage to be paid when employees worked on a public holiday and when they were not required to work. As re-worded, the clause authorizes the Board to fix the basis for computation of minimum sums of money to be paid by any employer to his employees who work on all or any of eight holidays specified in the Act and to employees who do not work, and to require the employer to pay such sums to the employees affected. The Board is permitted to exempt any employer from the application of such an order, subject to such conditions as the Board may prescribe. The money payable to an employee with respect to a public holiday is in addition to wages payable under any other Act.

Hours of Work

New Revision of Orders

The change in coverage of the Hours of Work Act made necessary a revision of the

orders under the Act which permit complete or partial exemptions from the requirement that overtime at the rate of time and one-half must be paid after eight hours in a day or after 44 hours in a week. The 17 orders previously in effect were rescinded by Order in Council on January 25 and replaced by 11. The new orders were gazetted on February 9 and became effective on March 1.

For the most part, the orders previously in effect were re-issued without material change. The smaller number is accounted for by a consolidation of all the previous orders which granted complete exemption from the Act.

The first 10 orders relax the overtime requirements with respect to certain groups of workers where it is not expedient to apply the strict limits of the Act. Shop workers in centres of less than 10,000 population may work up to 11 hours on one day of the week, without payment of overtime, if the overtime rate is paid after the weekly limit of 44 hours. Workers in garages and service stations in cities are allowed to work up to nine hours in a day and 48 hours in a week without payment of overtime. In the smaller places with a population of from 300 to 500, overtime is payable after 48 hours in a week for employees in any type of workplace other than a factory. Similarly, a 48-hour week may be worked, without payment of overtime, in all workplaces except factories, offices and shops in the larger towns and villages of the province with a population of 500 or more.

With respect to certain groups—news-paper employees, bus drivers in Regina, maintenance employees in Saskatoon skating rinks, and workers in creameries, poultry-processing plants and stockyards—overtime is paid for all time worked over and above the normal monthly hours of work. The normal monthly hours of these employees are calculated by multiplying seven hours and twenty minutes by the number of days worked in the month. By this method, the 44-hour week may be averaged over a month. Hours of oil-truck drivers may be averaged over a year.

The eleventh order entirely removes 13 groups from the Act. These include certain professional workers, delivery men, workers in seasonal occupations, janitors and long-distance truckers.

The eleven new orders are as follows:—

Hours of Work Orders—1952

O.C. 228/52—Permits the 44-hour week to be averaged over a month for editorial

writers, reporters, advertising men and supervisors of delivery boys employed by daily newspapers in cities. Makes overtime payable after "normal monthly hours of work."

O.C. 229/52—Permits employees in shops in cities with less than 10,000 people, in nine larger towns, and in 48 listed smaller towns and villages to work up to 11 hours on one day of the week, without payment of overtime, provided that overtime is payable after eight hours on other days and after 44 hours in a week.

O.C. 230/52—Exempts chartered accountants and students in accountancy from the overtime requirements of time and one-half after 44 hours in a week while they are employed in any city, town or village in which there is no office of a practising public accountant.

O.C. 231/52—Permits employees of swimming pools operated by the City of Regina to work up to 88 hours in a two-week period, without payment of overtime, between May 15 and September 15.

O.C. 232/52—Permits bus drivers and operators of other vehicles used in connection with public transportation in Regina to work nine hours in a day, without payment of overtime, and permits the 44-hour week to be averaged over a month for these employees.

O.C. 233/52—Permits the 44-hour week to be averaged over a month between November 1 and March 31 of each year for employees of the Saskatoon Playgrounds Association engaged in maintaining or assisting in maintaining skating rinks.

O.C. 234/52—Authorizes an arrangement whereby weekly hours of oil-truck drivers in excess of 44 during the busy season may be offset by any lesser number of hours than 44 worked in the slack season, and provides for payment of overtime on a yearly basis.

O.C. 238/52—Permits employees in the nine larger towns and the 48 towns and villages of 500 and more population, except those employed in offices, shops and factories, to work up to 48 hours a week before overtime must be paid. Employees in the 83 smaller centres with between 300 and 500 population, except factory workers, are granted the same exemption from March 1 to December 31, 1952.

O.C. 249/52—Permits a nine-hour day, without payment of overtime, and permits the 44-hour week to be averaged over a month for workers in creameries in cities, in poultry-processing plants in centres of more than 3,500 population, and in stockyards.

O.C. 250/52—Permits a nine-hour day and 48-hour week in garages and service stations in cities, without payment of overtime.

O.C. 251/52—Grants complete exemption from the Act for doctors and internes, lawyers and law students, country cream pick-up drivers whose wages are not less than \$150 per month, retail milk and bread salesmen, employees delivering carbonated beverages to retail outlets, highway and pipeline construction workers, airport construction workers, workers in the logging industry (except office employees, cooks and cookees, and workers in sawmills and planing mills), employees in fish-filleting plants, long-distance truckers, janitors in buildings used for residential purposes, and workers in the five summer resorts of Carlyle Lake, Kenossee Lake, Katepwe, Regina Beach, and Waskesiu.

Changes

As has already been noted, the coverage of the Hours of Work Act has been extended to make it apply to all workplaces in centres of over 300 population, where previously only offices and shops in such centres, factories anywhere in the province, and all city workplaces were covered. Provision is made for occupations not previously under the Act in O.C. 238/52. The Order allows workers in *any* industry, business, trade or occupation *except offices, shops and factories* in the nine larger towns and in 48 other towns and villages with a population of 500 or over to work a 48-hour week, after which overtime must be paid. In 83 smaller places, workers in *any workplace other than a factory* may work a 48-hour week without payment of overtime.

In Order 249/52, stockyards are now included with creameries in cities and poultry-processing plants in cities or towns of over 3,500 population.

In O.C. 251/52, the general order exempting certain groups entirely from the Act, a change was made with regard to country cream pick-up drivers, who were formerly excluded when their wages were not less than \$115 per month. This figure has been changed to \$150.

Four groups brought under the Act through its widened coverage are excluded by O.C. 251/52. These are long-distance truckers, janitors or caretakers in residential buildings, workers in five summer resorts, and persons engaged in the logging industry except those in office occupations, sawmills and planing mills, or cooks, cookees, bull cooks and watchmen.

Previously, sawmills and planing mills in the northern part of the province were excluded. Highway or pipeline construction into or through towns or villages which had been brought under the Act when its coverage was extended is excluded.

Minimum Wages

New Revision of Orders

A further revision of the orders under the Minimum Wage Act was made and gazetted on the same dates as the hours of work orders. The 14 orders which had gradually extended the coverage of the Act to apply to all workplaces in the province located in centres of 300 or more population are rescinded and consolidated with some changes into two new orders "A" and "B". The 13 orders which fixed minimum wages and other working conditions for all persons covered by the Act are replaced and their number reduced to 10. This was effected by combining orders for the nine larger towns with the orders for cities. The new orders went into force March 1.

Minimum rates of pay, however, with one exception, remain unchanged from the last general increase in 1951 (L.G., 1951, p. 841), which set a minimum of \$24 a week in cities and nine larger towns and \$21.50 in smaller places. The one change is that full-time employees in all places of amusement covered by the Act must receive a minimum wage of \$24 a week. Formerly, employees of theatres and dance halls in cities had to be paid this minimum but persons employed in other amusement places in cities and in all such places in towns and smaller centres were required to receive a minimum of 60 cents an hour.

Application of Act

The Minimum Wage Act as it was passed in 1919 was applied to the cities of the province and provision was made for its extension by Order in Council to other portions of Saskatchewan.

Since 1936, a series of orders (A-Q) have extended the application of the Act with respect to both geographical area and occupations covered. These application orders have now been reduced to two: "A" which sets out the towns, villages, summer resorts and other areas to which the Act applies; and "B" which declares the Act to apply to all industries, businesses, trades and occupations in the territory covered by Order "A", except agriculture and domestic service in private homes. Order "B" simply continues in effect a previous order.

The main change in coverage made by Order "A" is with respect to the areas within which mining and factory operations are carried on. All areas within which mining is done are now brought under the Act. Previously, only coal mining, briquetting plants, sodium sulphate mines or plants, and plants used for the production of bricks, tiles or refractories were covered and only if they were located in specified townships of the province.

Similarly, any area in which the operation of a factory is carried on now comes under the Act. Previously, factories in cities, towns and villages with a population of over 300 were covered. This change means that factories throughout the entire province are within the scope of the Act, irrespective of the population of the area. Creameries, garages, blacksmiths' shops and machine shops used principally for the repair or servicing of agricultural implements or machinery are, however, covered only if they are located in centres of 300 or more population.

In summary, therefore, the Act applies to all industries in the cities, nine larger towns and 131 smaller centres and within a five-mile radius of each; to five specified summer resorts and the area within a three-mile radius of each; to all lumbering and logging operations in the province; and to mines and factories wherever they are located in the province.

Coverage of Minimum Wage Orders

The 10 new orders are as follows:—

Order No. 1—

General order for workplaces in cities and nine larger towns.

Order No. 2—

Hotels, restaurants, educational institutions, hospitals and nursing homes in cities and nine larger towns.

Order No. 3—

General order for 131 smaller centres.

Order No. 4—

Hotels, restaurants, educational institutions, hospitals and nursing homes in 131 smaller centres.

Order No. 5—

Long-distance trucking.

Order No. 6—

Janitors or caretakers in buildings used principally for residential purposes.

Order No. 7—

Logging and lumbering; any factory operated in connection with logging or lumbering located outside a five-mile radius of cities, towns and villages under the Act.

Order No. 8—

Places of amusement.

Order No. 9—

Five summer resorts from June 15 to September 15.

Order No. 10—(new)

Mines and factories situated in areas outside centres of 300 or more population.

A few classes of workers are excluded from the orders. These are firemen to whom the Fire Departments Platoon Act applies, employees of rural municipalities employed solely on road maintenance and workers engaged in the construction of highways. The exclusion of highway construction workers is new.

As before, registered nurses are not governed by the orders applying to hospitals, nor are student nurses, student laboratory technicians and student X-ray technicians. Wages and working conditions of the latter classes are fixed by regulations under the Hospital Standards Act, 1949.

Cooks and cookees employed by boarding car contractors continue to be excluded from the orders as well as employees in cook cars operated by highway construction contractors, who are excluded for the first time.

As before, persons employed solely in a managerial capacity are excepted from the orders.

Public Holidays

The public holidays section of each of the orders (Nos. 1-4, 8, 10) has been re-worded to bring it into line with the amendment to the Act in 1951. No distinction is now made between full-time and part-time workers in fixing the basis of computation of pay for public holidays. Further, holiday pay is now calculated on a daily basis instead of on the basis of the weekly wage.

As before, workers receive pay at regular rates if they do not work on the eight holidays named in the Act: New Year's Day, Good Friday, May 24, Dominion Day, Labour Day, Thanksgiving, Remembrance Day and Christmas Day.

A worker who is employed in a week in which a holiday occurs and who is not required to work on the holiday must be paid on the basis of 100 per cent of the sum to which he would be entitled as wages, exclusive of overtime, for that day were the day not a holiday.

For work done on a holiday, an employee in any workplace except a hotel, restaurant, hospital, etc. must

receive, in addition to his regular pay for that day, time and one-half the regular rate for every hour or part of an hour worked or during which he is required to be at the disposal of his employer.

As before, a worker in a hotel, restaurant, hospital, nursing home or educational institution, if required to work on a public holiday, must be paid, in addition to the regular wage for the day, wages at the regular rate for all time worked on the holiday or he may be granted equivalent time off at regular rates of pay within four weeks.

Hours of Work and Overtime

All the orders except those applying to long-distance trucking, logging and summer resorts provide that a "full-time employee" is one who works at least 36 hours a week. Formerly, the orders applying to hotels, restaurants, hospitals and workplaces other than factories, shops and offices in towns and villages defined full-time employees as those whose hours were not less than 37 in a week. As before, a full-time janitor is one who is employed by the same employer for 48 hours or more in a week.

No provision is now made for overtime in the minimum wage orders, since such provision is made by the Hours of Work Act and orders under it.

Amusement Places

Order 8 applies to employees in amusement places in cities, towns and villages under the Act. Playgrounds operated by a municipality have been added to the list of amusement places covered, which includes swimming pools, bowling alleys, billiard halls, skating and curling rinks, dance halls, theatres, shooting galleries and other places where games of skill are carried on. As before, the Order does not apply to persons who sweep the ice of skating rinks.

Different rates are now set in this Order for full-time and part-time employees. A full-time employee who works not less than 36 hours per week must be paid at least \$24. With respect to part-time workers, the rate in cities is five cents an hour more than that for towns and villages, i.e., 65 cents and 60 cents an hour, respectively. Further, if part-time workers in cities are required to report for duty, they must receive a minimum of three hours' pay. This is not the case for part-time workers in the smaller places.

As before, the minimum age at which employees may be employed in a place of amusement is 16 years, but there is now

no provision for the Chairman of the Minimum Wage Board to grant permits of exemption from this requirement.

Mines and Factories

Order 10 is a new Order applying to employees in mines and in plants in connection with mines and in factories located outside of the cities, towns and villages under the Act.

Full-time employees governed by Order 10 must be paid at a rate of wages not less than \$21.50 a week. Part-time workers, whose number may not exceed 25 per cent of the total number of full-time workers employed, must be paid at least 55 cents an hour. If the employer has fewer than four full-time employees, he may hire one part-time worker.

Rest periods must be considered as time worked. The provisions for public holidays are the same as those noted above.

General

Appended to each of the orders are the sections of the Act requiring every employer to post a copy of minimum wage orders affecting his employees, to keep a register of their names and addresses, working hours and actual earnings, and to give written notice of dismissal or lay-off. At least a week's notice is required where the employer discharges an employee who has been in his service continuously for three months or more, unless the worker is discharged for some just cause other than shortage of work. If the employee is to be laid off for a period exceeding six consecutive days, he must also be given a week's written notice.

Results of Saskatchewan Health Survey Are Issued; 115 Recommendations Made

Results of a survey of health programs and personnel in Saskatchewan and recommendations for their future development have been issued, in Ottawa by Hon. Paul Martin, Minister of National Health and Welfare, and in Regina by Hon. T. J. Bentley, provincial Minister of Public Health.

The report, a 270-page document, and the recommendations, 115 in number, are the fruit of 2½ years of study by a special committee set up by Saskatchewan's Department of Public Health. Work of the committee was financed by a federal grant.

Chairman of the committee was Dr. F. D. Mott, until recently Deputy Minister of Health for Saskatchewan. Represented on the committee were the Saskatchewan Association of Rural Municipalities, the Saskatchewan College of Physicians and Surgeons, the Saskatchewan Federation of Labour, the Saskatchewan College of Dental Surgeons, the Saskatchewan Farmers' Union (Women's Section), Saskatchewan Urban Municipalities Association, Health Region No. 1, Saskatchewan Registered Nurses Association, the Saskatchewan Hospital Association and the provincial Department of Public Health.

A section of the report surveys the numbers and distribution of physicians and

dentists in the province, supply and training of nurses, and the current situation in regard to pharmacists, physiotherapists, optometrists, chiropodists and drugless practitioners. The report notes "a real shortage of personnel in the health professions in Saskatchewan."

Prepaid health services are discussed as to coverage, benefits, cost and volume of service, and recommendations are made for their extension to cover the province "at the earliest possible date."

The survey committee went on record as endorsing the federal Government's national health program, declaring it "has made a substantial contribution to the health programs of this province."

Recommended by the committee were: development of a standard immunization program for all children in the province, re-examination of the list of reportable diseases with a view to cutting down the number and expansion of the present program of taking routine chest X-rays of all patients admitted to general hospitals.

Seven recommendations cover the expansion of public health laboratory services and their relationship to provincial and hospital laboratories; eight recommendations are made concerning the expansion and improvement of rehabilitation services.

Eighteen recommendations cover the training of public health workers.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Statistics for January, 1952* show the total number of claims during that month was 21 per cent higher than that for the previous month

A further increase in the number of new cases of unemployment among insured persons was recorded in January. The monthly report of the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act shows that during the month a total of 212,293 initial and renewal claims for unemployment insurance benefit were filed in local offices of the Commission, compared with 175,040 in December. The 21-per-cent increase, however, is less than for the same period in 1950-51 (28 per cent) and in 1949-50 (31 per cent). Claims filed in January, 1951, numbered 172,269.

Total claimants on the live unemployment register increased from 287,819 (213,657 males and 74,162 females) on December 31 to 358,091 (273,834 males and 84,257 females) on January 31, 1952. As at January 31, 1952, of the claimants on the register, 287,811 (228,216 males and 59,595 females) were ordinary, 39,554 (22,863 males and 16,691 females) were on short time and 30,726 (22,755 males and 7,971 females) were claiming supplementary benefit.

Of 226,771 decisions recorded for initial and renewal claims, 165,759 were granted entitlement to benefit. Claims disallowed through lack of sufficient contributions numbered 45,842, while disqualifications were imposed in 18,812 cases (3,642 of which were on revised claims). Chief reasons for disqualification were: "not unemployed", 5,746 cases; "voluntarily left employment without just cause", 5,200 cases; and "loss of work due to a labour dispute", 2,929 cases.

The number of persons beginning receipt of benefit on either initial or renewal claim increased sharply from 87,739 in December to 154,294 in January. During January of last year, 104,667 persons commenced the receipt of benefit payments.

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Benefit payments in January amounted to \$13,433,917 in respect of 5,036,971 proven unemployed days, compared with \$6,923,194 and 2,680,987 unemployed days in December 1951. One year ago, benefit payments totalled \$9,367,276 in respect of 3,788,241 unemployed days.

During the week January 26-February 1, 216,882 beneficiaries received \$3,238,244 as compensation for 1,195,557 unemployed days, in comparison with 152,269 beneficiaries, \$2,232,209 and 852,687 days for the week December 29, 1951-January 4, 1952, while during the week January 27-February 2, 1951, the sum of \$2,195,606 was paid to 149,816 beneficiaries in compensation for 885,092 unemployed days.

The average daily rate of benefit paid during the week January 26-February 1 was \$2.71, compared with \$2.62 for the week December 29, 1951-January 4, 1952, and \$2.48 for the week January 27-February 2, 1951.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of January, 1952, insurance books were issued to 4,293,067 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1951. This was an increase of 71,429 during the month.

As at January 31, 1952, employers registered numbered 243,820—an increase of 967 since the end of December.

*See Tables E-1 to E-8 at end of book.

Supplementary Benefit

Of the 45,842 claimants unable to establish the right to regular benefit during the month, 45,270 had their claims considered under the supplementary benefit provisions of the Act. (Since the supplementary benefit provisions relate only to claims filed since December 1, the remaining 572 claims were not considered.) In addition, 372 renewal claims were received from claimants who had previously established

the right to supplementary benefit. Of these claimants, 29,967 became eligible for these benefits while 13,857 were refused through failure to prove that since March 31, 1951, either their benefit rights had terminated or contributions had been made on their behalf for a period of at least 90 days. Disqualifications were imposed in an additional 1,071 cases. A total of 23,002 persons received compensation amounting to \$543,507 for 268,983 unemployed days.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 782, February 12, 1952

Held: (1) *That full-time work in her usual occupation and at more than the prevailing rate of pay in the district for a claimant who had established a pattern of part-time work on account of domestic circumstances was suitable within the meaning of the Act, inasmuch as she had been unemployed for nearly four months and her chances of obtaining part-time work in the district were practically non-existent.*

(2) *That, by refusing to accept the full-time employment notified to her, she had shown that she was not available for work within the meaning of the Act. (Reference made to CU-B 486.)*

Material Facts of Case.—The claimant, married, 46 years of age, was employed on a part-time basis by a rubber company as a power machine operator at an average rate of pay of 80 cents an hour from June, 1950, to May 21, 1951, when she was laid-off because of a shortage of work. On June 5, 1951, she filed a claim for benefit, which was allowed.

On September 19, 1951, the local office notified her of continuing full-time employment as a power machine operator with another rubber company in the same city. The rate of pay was 60 cents an hour for beginners, but with her experience, she could expect to earn from 80 to 90 cents an hour, which was well above the prevailing rate of pay in the district for that type of work. The hours of work were nine a day and 45 a week.

The claimant refused to apply for the employment, stating that she could not accept full-time work because she had to be home to prepare meals for her child and a boarder. The local office reported that, to the best of their knowledge, there was no part-time work available in the area at the time.

The insurance officer disqualified the claimant for a period of six weeks because she had, without good cause, refused to apply for a situation in suitable employment (Section 40 (1) (a) of the Act) and for an indefinite period because she was not available for work (Section 27 (1) (b)).

The claimant appealed to a court of referees, contending that she should receive unemployment insurance benefit "on the same basis as that (she paid) for". The majority of the court, who felt that part-time workers with domestic responsibilities should not be disqualified for refusing to accept full-time work, allowed the appeal.

The insurance officer appealed to the Umpire.

Conclusions.—The principle involved in the present case is amply covered by decisions CU-B 476 and 486, which deal also with cases of part-time workers with domestic responsibilities who refused to accept full-time work regardless of the length of their unemployment.

With regard to the claimant's contention that she should receive "insurance on

the same basis as that she paid for" it might be well to repeat here what I stated in decision CU-B 486:—

The Court of Referees is of the opinion that inasmuch as the Commission accepted contributions from the claimant, while she was engaged in part-time employment, it is now estopped from denying unemployment insurance benefit. I cannot agree with this opinion.

The answer to the question as to whether a claimant may insist upon accepting only work of a pattern similar to that which he previously followed depends upon the length of his unemployment, the possibilities of obtaining work of such a pattern in the district and all the other circumstances of his case.

While it is the duty of the local office to endeavour to place a claimant in the kind or pattern of employment he previously followed, nevertheless, if with the passage of time no such employment can be found, he should be ready to adjust his domestic or personal affairs in order to meet the exigencies of the labour field.

The claimant had been unemployed for nearly four months when she was offered full-time employment in her home town and in her usual occupation at more than the prevailing rate of pay in the district. Presumably, during the period of her unemployment she had sought without success the pattern of employment she desired. Similarly, the local office had been unable to find that kind of employment for her.

Under the circumstances, the insurance officer rightly came to the conclusion that the employment notified to the claimant was suitable and that by refusing it she showed that she was not available for work.

For those reasons the appeal is allowed and the disqualifications previously imposed by the insurance officer are hereby reinstated as from the date that this decision is communicated to the claimant.

Decision CU-B 789, February 13, 1952

Held: (1) *That the claimant, a tile setter, who had voluntarily left his employment because he had lost 10 days' work during his six weeks' employment on account of inclement weather, did not establish just cause within the meaning of Section 41 (1) of the Act.*

(2) *That as he had no definite pattern of work, had willingly accepted to do roofing work when floor tiling work was no longer available and, shortly after his voluntary separation, had found steady employment, a period of disqualification of one week only was in order. (Reference made to CU-B 605.)*

Material Facts of Case.—The claimant, married, 29 years of age, filed a claim for benefit on October 2, 1951, stating that he had been employed by a firm of roofers as a tile setter at a rate of pay of \$1 an hour from August 13, 1951, to September 27, 1951, when he voluntarily left because he had been idle 10 days during that period on account of inclement weather and he found that he was not earning enough money to take care of his needs.

The insurance officer disqualified the claimant for a period of six weeks because he had, without just cause, voluntarily left his employment. (Section 41 (1) of the Act.)

In his appeal to the court of referees, the claimant contended that, although he could have drawn unemployment insurance benefit for the days on which he was unemployed, he still would have been unable to pay his bills and consequently he had to leave his job to find a better one; he further stated that he had now found steady employment to his liking.

The court by a majority finding reversed the decision of the insurance officer and the latter appealed to the Umpire, contending that the court should have applied the principle outlined in CU-B 605 to the present case.

Conclusions.—Decision CU-B 605 deals with the case of a factory worker who voluntarily left his employment because he could average only two days' work a week. I decided that he had not shown just cause for doing so and in my conclusions I stated: "There can be no doubt that insured persons who are so partially employed have ample time to look for other work while retaining their job and if they file a short-time claim for benefit, they do not suffer hardship that they would not continue to suffer upon voluntarily leaving to become totally unemployed." However, taking into consideration that the claimant had been under a misapprehension as to his status in relation to the Act for his days of unemployment and that, while his employer was not under any obligation to furnish him with a regular and normal amount of work, he (the claimant) nevertheless was obliged to report every day in order to ascertain if work was available, I re-imposed a period of disqualification of one week only.

In the present case the claimant was aware of his rights under the Act in respect to his days of unemployment but, like the claimant in decision CU-B 605, he had no definite pattern of work.

Furthermore, according to the evidence, when the employer had no more work for him in floor tiling he willingly accepted to switch to roofing work and, shortly after he left his employment, he found steady employment to his liking in Ont.

For those reasons, while I agree with the dissenting member of the court of referees

and the insurance officer that the claimant has not shown just cause for having voluntarily left his employment, I am only prepared to re-impose upon the claimant a disqualification of one week to be effective as from the date that this decision is communicated to him.

Unemployment Insurance in Existence 10 Years Now; Has Been of "Inestimable Benefit," says Mr. Gregg

During the first ten years of its existence in Canada, unemployment insurance has proved, even in years of record high employment, to be of inestimable benefit to the individual, the community and the nation, Hon. Milton F. Gregg, Minister of Labour, declared in a statement issued to mark the completion of ten years of service by the Unemployment Insurance Commission.

To the end of February this year, Mr. Gregg pointed out, a total of \$416,918,240 had been paid out in benefits since the Commission's birth in 1941. Up to the end of 1951, a total of 3,324,500 claims for benefit had been paid.

The number of persons covered by the Unemployment Insurance Act was steadily rising, the Minister said. In May, 1950, there were 2,659,000 persons in insurable employment; 2,989,000 by April 1, 1951, and 3,170,000 on December 1, 1951.

From the inception of unemployment insurance up to the latter part of 1950, the number of employers covered by the Act had increased from 160,000 to 227,000. Extension of the Act in April, 1950, to cover employment in lumbering and logging across Canada added considerably to the number of employers covered. By September, 1951, a further increase in the number of covered employers had brought the total figure to more than 243,000.

Mr. Gregg pointed out that, although the Canadian economy had remained extremely buoyant, changes in the economy and in the international scene had resulted from time to time in frictional unemployment, while the cold Canadian winters continued to cause spotty seasonal unemployment.

"It is not possible to conceive the hardships which might have been suffered by the individual and, at certain times, the wider dampening effect on the national economy had it not been for the buoyant influence of this continuity of income provided by the benefit payments from the

Unemployment Insurance Fund," the Minister said. "While benefit payments provided income at a lower level than that to which the beneficiary was accustomed, nevertheless, these payments provided a strong support to the temporarily-unemployed individual and the general economy," said Mr. Gregg.

To those who continued to pay unemployment insurance over the years without having found it necessary to draw benefits, the Minister had this to say:—

"The unemployment insurance you pay works for you whether or not you ever find it necessary to draw benefits. Unemployment insurance provides a direct support to the total spending power of the community and nation and does much to prevent local and temporary recessions from snow-balling into a situation directly menacing the whole level of employment."

The balance in the Unemployment Insurance Fund at the close of 1951 was \$773,472,678. Concerning this balance the Minister said:—

"We can be very thankful that we have this amount built up, because unemployment on a large scale would soon deplete the fund even at its present size. The fact that we have already paid out \$400,000,000 while employment has been at a very high level clearly shows what could happen to the fund if employment reached a really low level."

The total of 3,234,500 claims paid by the Unemployment Insurance Commission did not mean that this many different individuals had received benefit payments, the Minister explained. In many cases the same individual may have made claims and received payments at different times in the same year.

"However, regardless of the proportion of 'repeats,'" said Mr. Gregg, "hundreds of thousands of individuals have directly benefited from the collective security provided by the unemployment insurance system during the past decade."

Fair Wages Conditions

In Dominion Government Contracts

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain

from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded during February

(1) Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 147 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 81 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 68,000.00
Post Office	10	192,915.54

(3) Arrears of Wages

During February the sum of \$138.90 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed to the five employees concerned.

Contracts Containing Fair Wages Schedules Awarded, February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

St Hubert P Q: Spino Construction Ltd, construction of sanitary sewers & water-

mains; Desourdy Construction Ltd* construction of driveways & walks. *Ajax Ont:*

A Stroud Ltd,* completion of system of water treatment for boiler feed water. *Brantford Ont*: John Green,* raising one 4-room unit; John Green,* raising one 4-room unit. *Camp Borden Ont*: Anderson & Marsh Ltd, installation of heating services; Anderson & Marsh Ltd, installation of heating services; E S Fox Plumbing & Heating Ltd, installation of plumbing system; E S Fox Plumbing & Heating Ltd, installation of plumbing system. *Centralia Ont*: Storms Contracting Co Ltd, construction of pathways, driveways & parking areas. *Rockcliffe Ont*: MacRostie & McRostie,* designing services for sewer & water systems; Lightfoot Bros Construc-

tion Co,* installation of concrete sewer. *Uplands Ont*: Hydro-Electric Power Commission,* construction of distribution system. *Windsor Ont*: Bruce Di Santi Contracting Co,* draining & grading; C G Russell Armstrong,* staking & plans. *Suffield Alta*: C Harrington,* installation of doors. *Wetaskiwin Alta*: R Wesley Quick,* rebuilding unit damaged by fire. *Belmont Park B C*: Rosehall Nurseries Ltd,* landscaping. *Boundary Bay B C*: Christian & Allen Ltd, paving of roads & driveways. *Vancouver B C*: Rosehall Nurseries Ltd, landscaping & construction of rock gardens & housewalks; City of Vancouver,* construction of regulating valve chamber.

Department of Citizenship and Immigration

Prince Albert Sask: Winslow & Sons, construction of school on Red Earth Reserve, Carlton Indian Agency.

Defence Construction Limited

St John's Nfld: Diamond Construction Co Ltd, construction of deep water wharf, landward deck & storage area. *Bagotville P Q*: Canadian Comstock Co Ltd, installation of electrical distribution system; Jobbing Construction Co Ltd, installation of remaining component parts of storage tanks. *Quebec P Q*: Metropole Electric Inc, installation of power distribution, duct and street lighting systems; Frs Jobin Inc, rehabilitation of Morton Plant. *St Hubert P Q*: Connolly & Twizell Ltd, installation of steam distribution system. *Ville La Salle P Q*: Quebec Excavators Co Ltd, lining of ditches in railway siding & additional drainage. *Barriefield Ont*: T A Andre & Sons Ltd, construction of signal cipher bldg. *Centralia Ont*: W C Brennan Contracting Co, construction of standard central heating plant; W C Brennan Contracting Co, construction of standard ground instructional school bldg. *Cobourg Ont*: Penvidic & Co Ltd,* construction of railway siding. *Downsview Ont*: Piggott Construction Co Ltd, construction of medical laboratories; Nicholson Construction Co,* construction of railway siding. *Trenton Ont*: Schwenger Construction Ltd, alterations & extensions to sewage treatment plant; Carter Construction Co Ltd, con-

struction of structural steel hangar. *Uplands Ont*: Ross-Meagher Ltd, construction of standard central heating plant. *Gimli Man*: Harris Construction Co Ltd, installation of remaining component parts of bulk fuel storage tanks. *Macdonald Man*: Harris Construction Co Ltd, installation of remaining component parts of bulk fuel storage tanks. *Portage La Prairie Man*: Claydon Co Ltd, construction of high pressure central steam plant. *Rivers Man*: Randall & Co, installation of additional equipment in the Assiniboine Valley water booster pumphouse; Peter Leitch Construction Co Ltd, construction of high pressure central steam plant. *Winnipeg Man*: Bird Construction Co Ltd, construction of structural steel hangars; Claydon Co Ltd, construction of high pressure central steam plant. *Moose Jaw Sask*: Smith Bros & Wilson Ltd, construction of high pressure central steam plant. *Cold Lake Alta*: Bird Construction Co Ltd, construction of high pressure central steam plant. *Penhold Alta*: Steel Crafts (Alberta) Ltd,* supply & delivery of steel tanks; Alexander Construction Ltd, construction of high pressure central steam plant. *Wainwright Alta*: Baynes-Manning Ltd, construction of water storage plant and tanks.

Department of Defence Production

(January Report)

Dartmouth N S: Acadia Construction Ltd, grading & surfacing of hard standing for equipment, HMCS "Shearwater". *Quebec P Q*: J A Y Bouchard Inc, rewiring & relighting Grande Allee Armoury. *St Johns P Q*: Jean Paul Trahan, conver-

sion of bldgs to chapels, RCAF Station. *Barriefield Ont*: Kingston & Salmon Ltd, plumbing & heating work in mess, military camp. *Rockcliffe Ont*: M J Sulphur & Sons Ltd, additions & alterations to leantos, RCAF Station. *St Catharines*

Ont: E S Fox Plumbing & Heating Ltd, installation of steam heating system, armoury. *Trenton Ont:* Northumberland

Construction Co Ltd, permanent sub-floor replacement in barrack block, RCAF Station.

(February Report)

Camp Utopia N B: C W Ritchie, installation of heating systems in various bldgs. *McGivney N B:* O'Dell Construction Co Ltd, repairs to various bldgs. *Moncton N B:* Taylor Engineering & Construction Co Ltd, erection of radial brick chimney, supply depot. *Quebec P Q:* J B Marcoux Inc, plastering of casemates at Citadel.

Valcartier P Q: The Steel Company of Canada Ltd, erection of chain link fence, RCASC Compound, army camp. *Barriefield Ont:* M Sullivan & Son Ltd, alterations to mess, military camp. *Trenton Ont:* J O Dougall Ltd, interior & exterior painting of various bldgs, RCAF Station.

National Harbours Board

Montreal Harbour P Q: Driscoll Ltd, installation of fire protection systems in sheds.

Department of Public Works

Charlottetown P E I: Bruce Stewart & Co Ltd,* repairs to dredge "Pownal No 2". *Summerside P E I:* L G & M H Smith, Ltd, reconstruction of Holman's Wharf. *Hull P Q:* Concrete Construction Ltd, construction of concrete frame of power house, National Printing Bureau. *Montreal P Q:* R F Walsh Co Ltd, repairs to stonework, Customs Examining Warehouse. *Noranda P Q:* Hill-Clark-Francis Ltd, construction of public bldg. *Burlington Channel Ont:* R A Blyth, repairs to north pier. *Kitchener Ont:* Wm Roberts Electric Ltd, lighting for Income Tax Offices, Dunker Bldg. *London Ont:* Putherbough Construction Co Ltd, alterations & addition to laundry bldg, Westminster Hospital.

Ottawa Ont: P G Kenny Construction, alterations to bldgs, National Defence Headquarters. *Osland B C:* Skeena River Piledriving Co, renewal of approach and float. *Riondel B C:* Interior Contracting Co Ltd, wharf replacement. *Sardis B C:* E H Shockley & Son Ltd, construction of laundry & boiler room bldg, Coqualeetza Indian Hospital. *Vancouver B C:* West Coast Salvage & Contracting Co Ltd,* construction of a floating inspection station, Canada Customs & Immigration; George D McLean & Associates Ltd, construction of urological operating theatre, Shaughnessy Hospital. *Vanderhoof B C:* C J Oliver Ltd, construction of public bldg. *Lewes Y T:* Coast Quarries Ltd, reconstruction of dam.

Department of Transport

Sudbury Ont: Angus & Taylor Ltd, aerodrome development. *Sandspit B C:* Bennett & White Construction Co Ltd, construction of power house, equipment bldg & related works.

Labour Pioneers, R. J. Fahey and W. D. Robbins Died Last Month

Canada lost two labour pioneers last month.

On March 13, Ronald J. Fahey, who had helped lay the cornerstone of the labour movement in Newfoundland, died in St. John's at the age of 47 years. On March 25, William D. Robbins, who had served 32 years as Secretary-Treasurer of the Toronto Street Railwaymen's Union, died in Toronto in his 78th year.

Mr. Fahey was a member of Newfoundland's first provincial Legislature; Mr. Robbins served one term as Toronto's mayor, was a controller 11 times and an alderman for seven years.

For 31 years an employee of the Railway Dockyards at St. John's, Mr. Fahey took a leading part in the formation of the International Association of Machinists local at the Dockyards. He assisted later in the organization of other crafts. When the Newfoundland Federation of Labour was formed, he served as Vice-President and, later, President. During 1946-47 he was chairman of the negotiating committee of the non-operating railway unions.

When Mr. Robbins retired from his executive position with the street railwaymen's union in 1941, he was made a lifetime member in recognition of his long and faithful service.

Employment Conditions

February-March, 1952

Unemployment appeared to be nearing its peak by the middle of March. Registrations for work at Employment Service Offices were declining somewhat in the Prairie and Pacific regions but lay-offs in logging created further unemployment in Eastern Canada. In some of Ontario's consumer goods industries, however, recalls and hirings were reported

Ninety per cent of Canada's growing number of wage and salary workers were actively employed at the beginning of March. Producer goods industries were working at full or near capacity, defence expenditures were providing jobs for workers in aircraft, shipbuilding and other industries, and resources development, though hampered by weather conditions, offered employment directly or indirectly to many persons.

The number looking for work, however, stood at 7.2 per cent of the labour force in Canada at the middle of March. A gain of 7,000 in registrations for work at Employment Service offices during February and a further gain of 6,000 during the early part of March, added to the heavy number received in November, December and January and brought the total to 377,000 at March 13. Earlier, at the beginning of the month, 36 out of the 178 local employment areas in Canada were reporting a labour surplus amounting to 15 per cent or more of all wage and salary workers. Another 47 areas indicated surpluses amounting to from 5 to 10 per cent of the wage and salary workers. In addition, employment offices reported 34,000 persons working only a period work-week and seeking short-time unemployment insurance claims.

Although there had been a net gain in consumer disposable income during 1951, consumer expenditures had not yet picked up to any large extent in the first two months of 1952. Considerable unemployment continued among many consumer goods industries, in particular textiles and clothing, where 14,000 women and 6,000 men were registered for employment at the beginning of March as well as others who were working short-time. However, lay-offs in the consumer goods firms during

February were not as heavy as in previous months and in automobile plants rehiring was underway.

Construction activity during February was slack in all regions except British Columbia, where a slight improvement occurred. About 74,000 construction workers were registered at National Employment Service offices at February 28, consisting of 46,700 skilled and semi-skilled and 27,400 unskilled men. This unemployment was mainly seasonal in character, as the construction carry-over from 1951 was heavy and expenditures on non-residential construction were expected to be heavier in 1952 than in 1951.

The logging industry in Eastern Canada was moving into the finishing stages of an exceptionally good year. Woods employment of pulp and paper companies in February was about 15 per cent above the level of the same month last year. The peak in seasonal operations had passed, however, and overall employment was declining. Logging employment in British Columbia, on the other hand, was increasing after January closures due to snow conditions. Hirings were not sufficient to absorb all surplus skilled and unskilled labour, however, and the industry was operating at about 60 per cent of capacity. Sawmills in the province were fully active except in a few cases where high costs or shortages of logs were limiting operations.

Mining employment has been a stable element in the labour force during the winter months. Expansion in base metal mining has more than offset employment losses in coal, gold, and sand and quarrying operations. An increase of about 4 per cent in total employment has taken place in the industry over the year.

Local areas sensitive to seasonal influences in the *Atlantic* region experienced continued declines in employment during February. Unemployment increased most markedly in northern New Brunswick, as indicated by the sharp rise in job applications in Bathurst, Campbellton, Edmundston and Newcastle local areas. The first two areas had 15 per cent or more of their wage and salary workers registered for employment at the end of February, while the last two had 10 to 15 per cent. Chief factors influencing the unemployment were the lay-offs in pulp cutting and lumbering and the closure of the smelt fishing season. Substantial labour surpluses persisted in St. John's, Charlottetown, Summerside, Inverness, Yarmouth and Moncton. This was largely attributed to inactivity of construction workers, seamen, loggers, fishermen and farmers.

The more industrialized areas showed a slight improvement in employment conditions during the month. Halifax shipyards were willing to hire more skilled help than was presently available. Class "A" welders, lathe operators, machinists, marine fitters, sheet metal workers, radio and radar technicians, and marine pipefitters were in demand. Defence contracts sustained activity in the boot and shoe industry. However, some weakness was evident in the textile and food processing industries.

For the region as a whole, applications for employment continued to rise during the month, under the impetus of slackening woods work. Registrations with the National Employment Service totalled 46,800, an increase of 10 per cent.

Applications for employment in the *Quebec* region increased by about 10 per cent during February to total 114,600 at the end of the month. The increase in unemployment during the month resulted mainly from the completion of the extensive logging cuts. Fourteen of the 43 centres in the region indicated labour surpluses of 15 per cent or more of the wage and salary workers at the end of the month and 16 indicated surpluses of 10 to 15 per cent.

Heavy industry and capital goods industry continued active during February. Shipbuilding employment was high, as was employment in the pulp and paper industry. However, textiles and many other consumer goods industries showed little improvement in employment levels. No improvement took place in primary textiles during the month in Drummondville, Quebec, Montreal or Three Rivers. The

apparel and other finished products industry, however, showed a higher employment level, particularly in Montreal. Employment increased in the shoe and leather industries during February.

In the *Ontario* region job applications showed little change during February, with 111,800 on file at the end of the month as compared to 110,500 for the end of January. Out of the 61 areas in the region, six showed registrations for employment amounting to 15 per cent or more of the wage and salary workers and 16 from 10 to 15 per cent.

There were scattered signs of improving employment conditions in manufacturing industries producing for consumer markets and in some capital goods industries. Recalls and hirings or early possibilities of hirings were reported in the automobile, clothing, electrical apparatus, iron and steel, and machinery industries. Brantford, Chatham, Galt, Guelph, Hamilton, Kitchener, Leamington, London, Niagara Falls, St. Catharines, St. Thomas, Sarnia, Welland and Windsor showed little increase or a minor decline in applications during the month.

Loggers from Northern Ontario were registering for employment as the cutting season was completed. As a result, unemployment increased in Sturgeon Falls and other northern areas.

Increased shipbuilding activity and a pick-up in other manufacturing brought about an increase in employment in Collingwood, Kingston and Midland. Sustained logging, mining, pulp and paper activities, mineral products output and industrial construction provided a favourable employment situation in Kapuskasing, Kirkland Lake, Sault Ste. Marie and Timmins.

The employment situation in the *Prairie* region showed a slight improvement by the end of February. During the last two weeks of the month, applications were falling off among skilled construction workers, clothing workers and sales clerks. Farmers were hiring help early to harvest the remainder of last year's crop and to avoid possible labour shortages as the season advanced. Registrations throughout the region totalled 48,300 at February 28, as compared to 47,900 at the end of January. No area showed 15 per cent of their wage and salary workers unemployed and there were only two with 10 to 15 per cent unemployed.

Labour surpluses increased slightly in Estevan and Lethbridge as the result of

slackening in coal mining and in Port Arthur and Fort William because of the completion of pulp cutting.

New construction has been particularly active in Alberta. Preliminary estimates for 1951 show that, in relation to the labour force, the value of new construction in Alberta exceeded that of any other province. Employment gains in non-agricultural industry amount to 6 per cent in 1951 compared with the national average of less than 2 per cent. During the same period construction employment in the province increased by 11 per cent.

This year the amount of construction work in Alberta is expected to be substantially greater, notwithstanding the decline in house building. The demand for construction labour is expected to be particularly strong in the Edmonton area. A recent survey reveals that work valued at \$99 million is scheduled for this season in that area. About 9,000 additional workers will be required to complete this volume of work; but, since not all of the projects will require their full crews at the same time, this total may, in practice, be reduced by about 2,000. Nevertheless, a potential demand for 7,000 skilled and unskilled construction workers over and above those now employed will strain the manpower resources of the area.

Favourable conditions in the *Pacific* region were causing an early upswing in agriculture, construction and forestry activity. Job applications dropped by some 8,000 during the month to total 49,400 at February 28. Substantial surpluses still existed in most logging centres, with eight centres in the region reporting 15 per cent or more of the wage and salary workers registered for work. Logging in coastal areas was gradually approaching normal but

snow and frost conditions in the interior mainland were expected to continue to hamper activity for some time.

The early decline in unemployment is an indication of the strong underlying demand for labour, especially loggers, miners and construction workers. A heavy potential demand for loggers exists, not only as a result of the depleted stocks of saw-logs caused by the drought of last summer, but also because of the additional forest firms that will expand operations when weather permits. It is estimated that the addition of more than 3,000 loggers will be necessary to supply the six new pulp and plywood plants established since the beginning of last year. An equal number probably will be required for the forest industries that are now under construction or in the planning stage.

The value of investment in all types of new construction, which was up 10 per cent last year, is expected to continue at the same level during 1952. At the end of the month substantial numbers of men were being sent from Vancouver to the Kitimat hydro project south of Prince Rupert. There was already some evidence of a shortage of heavy duty mechanics and hard rock miners. On the other hand, the publicity that has been given to the larger projects has attracted a great many workers and caused an increase in labour surpluses at some points. This was true at Prince George, headquarters of the eastern end of the Kitimat project, where snow and the lack of camp accommodation were limiting the intake of construction crews. In the Nelson and Trail areas, employment on the Consolidated Mining and Smelting Co. hydro expansion was slowly increasing and initial preparations are being made for the construction of the \$65 million Celgar Development Co. forest project.

Number of Live Applications at Employment Service Offices as a Per Cent of Wage and Salary Workers

	Live Applications February 28, 1952	% of Wage and Salary Workers	Live Applications February 28, 1951	% of Wage and Salary Workers
Atlantic	46,810	11.8	45,201	11.3
Quebec	114,569	10.0	92,509	8.4
Ontario	111,796	7.9	63,389	4.5
Prairies	48,324	8.2	50,761	8.7
Pacific	49,442	13.9	44,837	13.2
Canada	370,941	9.5	296,697	7.7

Wages, Hours and Working Conditions

Metal Mining Industry, October, 1951

Wage rates in Canadian metal mining industry showed a marked increase during 1951, rising by 16 per cent. While 48-hour work week was still predominant, a growing number of workers were enjoying shorter hours

Wage rates in the Canadian metal mining industry showed a marked increase during 1951, having risen by 16 per cent according to the annual survey of wages and working conditions covering the pay period ending in October, 1951. While the 48-hour week was still predominant, workers in a growing number of mines were enjoying a shorter week of 44 or 40 hours.

The following analysis of 111 establishments employing some 46,000 workers gives details on these items as well as factual information respecting overtime premium payments, vacation policies, and other conditions of work in the metal mining industry.

The metal mining industry, whose wages and working conditions are surveyed in this article, has been developing at a rapid pace in recent years. In 1950, the production of the metal mines was valued at \$621 million. This figure, an increase of \$133 million over 1948, is the result of expanded production in some mines, new operations, and the entry into confederation of Newfoundland in 1949.

Labour Organization

Unions with membership in Canada's metal mining industry include five international unions and three national unions. There are also a number of local unions directly chartered by the central congresses and a few independent local unions.

At the beginning of 1951, 22,700 metal miners were members of 37 trade union locals. The majority of these belonged to locals of the International Union of Mine, Mill and Smelter Workers (independent). Two other unions, the Porcupine Mine Workers' Union (CCL) and the United Steelworkers of America (CCL-CIO) have been making significant membership gains among metal miners.

Fifty-two collective agreements were in force in the industry at the start of 1951; these covered more than 26,000 workers.

Each year the Economics and Research Branch of the Department of Labour conducts a Survey of some 16,000 industrial establishments requesting information on wages and working conditions. The data on wages are collected on an occupational basis; employers are asked to indicate the wage rates (or average straight-time earnings when piece-work is involved) for the principal jobs in each particular industry. Information on working conditions, principally hours of work, overtime policy, vacations with pay, and statutory holidays, is requested as it applies to the particular establishment. In the 1951 Survey the questions were expanded to include such fringe items as severance pay, minimum call pay, job training, and industrial safety measures.

This article is the second of the series based on results of the 1951 Survey. Succeeding issues of the *Gazette* will contain similar articles on other industries.

Twenty-three contracts negotiated by various mines and the International Union of Mine, Mill and Smelter Workers applied to more than 14,000 workers. Contracts negotiated by the Porcupine Mine Workers Union and the United Steelworkers of America covered more than 3,000 workers for each union. No other single union has contracts in the industry covering more than 1,000 employees.

Wage Rates

Average hourly wage rates in the metal mining industry rose by 16.3 per cent during the year ending October 1, 1951. This was considerably greater than the increase of 6.2 per cent which occurred during the previous 12-month period. Indexes for October, 1950, and October, 1951, in terms of 1939 wage-rate levels as 100, were 192.0 and 223.2 respectively.

Average basic time rates, average straight-time incentive earnings and predominant ranges of rates and earnings are listed in Table I for 11 underground occupations in the metal mining industry. Time rates only are shown for the other

**TABLE I.—PRELIMINARY AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS
IN THE METAL MINING INDUSTRY, OCTOBER, 1951**

Occupation and Locality	Basic Rates		Straight Time Earnings ¹	
	Average wage rate per hour	Range of rates per hour	Average earnings per hour	Range of earnings per hour
Underground	\$	\$	\$	\$
Cage and Skiptender				
Canada.....	1.26		1.26	
Quebec.....	1.10	.90—1.21	1.17	1.06—1.26
Ontario.....	1.32	1.07—1.73		
British Columbia.....	1.34	1.19—1.52		
Chute Blaster				
Canada.....	1.30		1.59	
Quebec.....	1.09	.90—1.19	1.26	1.15—1.45
Ontario.....	1.30	1.07—1.66	1.55	1.15—1.95
British Columbia.....	1.54	1.37—1.56		
Deckman				
Canada.....	1.15		1.30	
Quebec.....	1.05	.95—1.12	1.16	1.05—1.25
Ontario.....	1.18	1.00—1.52	1.31	1.13—1.46
Hoistman				
Canada.....	1.34		1.56	
Quebec.....	1.20	1.10—1.36	1.26	1.19—1.36
Ontario.....	1.37	1.16—1.82	1.48	1.14—1.74
British Columbia.....	1.39	1.24—1.65	1.34	1.26—1.55
Miner				
Canada.....	1.29		1.63	
Quebec.....	1.12	1.00—1.19	1.37	1.22—1.48
Ontario.....	1.31	1.07—1.66	1.66	1.35—1.95
British Columbia.....	1.42	1.18—1.65	2.02	1.41—2.38
Miner's Helper				
Canada.....	1.07		1.32	
Quebec.....	1.04	.90—1.10	1.17	1.07—1.36
Ontario.....	1.07	1.00—1.09	1.36	1.23—1.52
British Columbia.....	1.16	1.11—1.23	1.48	1.26—1.54
Motorman (Motor Operator)				
Canada.....	1.27		1.55	
Quebec.....	1.10	1.00—1.19	1.24	1.14—1.45
Ontario.....	1.32	1.07—1.66	1.60	1.22—1.95
British Columbia.....	1.27	1.19—1.37	1.51	1.25—1.68
Mucker and Trammer (Shoveller)				
Canada.....	1.31		1.61	
Quebec.....	1.07	.95—1.19	1.22	1.12—1.36
Ontario.....	1.40	1.06—1.66	1.71	1.27—1.95
British Columbia.....	1.23	1.09—1.30	1.49	1.32—1.72
Sampler				
Canada.....	1.17		1.29	
Quebec.....	1.13	1.09—1.19		
Ontario.....	1.15	1.07—1.20	1.31	1.17—1.62
British Columbia.....	1.33	1.09—1.47		
Timberman (Shaft Timberman)				
Canada.....	1.41		1.79	
Quebec.....	1.16	1.10—1.28	1.30	1.24—1.34
Ontario.....	1.47	1.15—1.66	1.79	1.33—1.95
British Columbia.....	1.46	1.25—1.65	2.10	1.56—2.42

¹ Basic Rates Plus Incentive Bonus.

**TABLE I.—PRELIMINARY AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS
IN THE METAL MINING INDUSTRY, OCTOBER, 1951**

Occupation and Locality	Basic Rates		Straight Time Earnings ¹	
	Average wage rate per hour	Range of rates per hour	Average earnings per hour	Range of earnings per hour
	\$	\$	\$	\$
Underground—Concluded				
Trackman				
Canada.....	1.28		1.40	
Quebec.....	1.09	.90—1.25	1.17	1.09—1.22
Ontario.....	1.31	1.07—1.66	1.50	1.30—1.66
British Columbia.....	1.36	1.19—1.52	1.31	
Surface and Mill²				
Blacksmith				
Canada.....	1.37			
Quebec.....	1.20	1.10—1.32		
Ontario.....	1.36	1.12—1.83		
British Columbia.....	1.53	1.31—1.74		
Carpenter				
Canada.....	1.43			
Quebec.....	1.13	1.00—1.20		
Ontario.....	1.42	1.12—1.76		
British Columbia.....	1.54	1.31—1.74		
Crusherman (Crusher Operator)				
Canada.....	1.23			
Quebec.....	1.07	.93—1.17		
Ontario.....	1.24	1.05—1.57		
British Columbia.....	1.31	1.19—1.43		
Electrician				
Canada.....	1.51			
Quebec.....	1.20	1.10—1.32		
Ontario.....	1.51	1.11—1.83		
British Columbia.....	1.59	1.31—1.79		
Labourer				
Canada.....	1.18			
Quebec.....	.93	.85—1.01		
Ontario.....	1.25	.95—1.47		
British Columbia.....	1.21	1.06—1.38		
Machinist				
Canada.....	1.43			
Quebec.....	1.19	1.10—1.32		
Ontario.....	1.43	1.16—1.83		
British Columbia.....	1.57	1.31—1.74		
Millman ³				
Canada.....	1.18			
Quebec.....	1.06	.90—1.16		
Ontario.....	1.20	1.03—1.60		
British Columbia.....	1.32	1.15—1.52		
Steel Sharpener (Bit Grinder, Bit Sharpener)				
Canada.....	1.35			
Quebec.....	1.13	1.00—1.20		
Ontario.....	1.38	1.09—1.66		
British Columbia.....	1.50	1.31—1.61		

² Not on Incentive Bonus.

³ Includes Filter Operator (Filterman), Grinding-Mill Operator (Ball-Mill Operator; Rod-Mill Operator; Tube Man) and Solution Man.

8 surface and mill occupations as the workers employed in these trades do not generally receive incentive bonuses.

Of the underground occupations covered in this analysis, timbermen received the highest basic rate, \$1.41 per hour, and miner's helpers the lowest, \$1.07. There was a moderate variation in wage rates between regions for similar work with the greatest differential applying to chute blasters, who received an average of \$1.09 per hour in Quebec and \$1.54 in British Columbia. Most of the underground employees received an incentive bonus in addition to their basic rates which increased their average hourly earnings by varying amounts. For the nation as a whole, timbermen received the highest straight-time earnings, \$1.79 an hour. This compares with a basic rate of \$1.41. In British Columbia, workers in this occupation averaged \$2.10 per hour.

There was a marked increase in time rates for underground workers between 1950 and 1951, ranging from 8 cents an hour for miner's helpers to 20 cents for timbermen, and muckers and trammers. Regionally, increases were highest in Ontario and British Columbia.

For surface and mill workers, average wage rates for the nation as a whole ranged from \$1.18 per hour for labourers and millmen to \$1.51 for electricians. The widest variation between regions was for carpenters, who received an average of \$1.13 an hour in Quebec and \$1.54 in British Columbia. On the average, crushermen received the smallest increase in wage rates over 1950, 12 cents an hour, and electricians the largest, 22 cents per hour. In most cases, occupational wage rates were lowest in Quebec and highest in British Columbia.

Working Conditions

The Normal Work Week (Table II).—In 1951, the 48-hour normal work week was the most common schedule reported by Canadian metal mines. However, a tendency toward a shorter work week was noted in 1950 and continued in 1951. In 1950, there was a decided increase in the proportion of workers on a 44-hour week; the major change in 1951 was a shift, by plants employing virtually all of these workers, from a 44- to a 40-hour schedule.

TABLE II.—THE NORMAL WORK WEEK FOR MALE EMPLOYEES IN THE METAL MINING INDUSTRY, OCTOBER 1951

Normal Weekly Hours	Canada		Quebec		Ontario		British Columbia		Other Regions ⁽¹⁾	
	Mines	Workers	Mines	Workers	Mines	Workers	Mines	Workers	Mines	Workers
40.....	4 ⁽²⁾	13,084			2	9,687	1	1,597		1,800
Over 40 and under 44.....	1	8			1	8			1	
44.....	15	3,125			1	6	14	3,119		
48.....	84	26,767	27	8,588	45	13,548	4	631	8	4,000
Over 48.....	7	1,305	1	2	3	465			3	838
Total.....	111	44,289	28	8,590	52	23,714	19	5,347	12	6,638

⁽¹⁾ Includes Newfoundland, Manitoba and the Northwest Territories.

⁽²⁾ These establishments reported a 5-day week

The percentage of male workers according to the predominant weekly schedules reported in the last three surveys is as follows:—

Work Week	1949 %	1950 %	1951 %
40 hours.....	4.8	7.1	29.5
44 hours.....	5.3	31.9	7.1
48 hours.....	88.0	58.3	60.4

In all cases where the 40-hour week was in effect, the mines were operating on a five-day week schedule. These mines employed more than 13,000 workers, about three-quarters of whom were in the province of Ontario. The mines on a 44-hour week were almost all in British Columbia, which was the only region where the 48-hour week was not the predominant arrangement.

Overtime Payment.—In all mines which reported some policy for overtime work, time and one-half was the most common rate after standard daily or weekly hours. However, 29 establishments employing 4,070 persons either did not supply any information on this topic or indicated that they had no specific policy covering payment for work after regular hours.

During the last complete week in September, 1951, more than 45,000 overtime hours were worked in Canadian metal mines. This would mean an average of about an hour of overtime for each employee covered in this analysis.

Vacations with Pay (Table III).—Few changes in vacation policy have occurred in this industry since 1949. There was, however, some increase in the proportion of workers who could become eligible for a maximum vacation of three weeks, from 32 per cent of the total in 1949 to 39 per cent in 1951.

All but one of the mines covered in this survey reported information on vacations with pay. An initial vacation of one week was reported by 100 mines employing 95 per cent of the workers, while eight mines, accounting for three per cent, reported two weeks; in most cases these vacations were granted after a year of employment. Of the workers who received one week initially, most were in mines which increased the vacation period after a longer term of employment. Seventy-four mines employing 84 per cent of the total workers increased the vacation period from one to two weeks, usually after five years' employment; nine of these, employing 39 per cent, increased employees' vacations to three weeks after 15 to 25 years' service. Twenty-six per cent of the workers in

Quebec, 41 per cent in Ontario, 30 per cent in British Columbia and 55 per cent in the other regions could become eligible for a maximum vacation of three weeks.

Six mines, employing 3,735 workers, reported a practice of ceasing operations while their employees took holidays; five of these shut down in the winter season.

Statutory Holidays (Table IV).—The number of paid statutory holidays enjoyed by Canadian metal miners is showing an increase. In 1949, 40 per cent of the employees in this industry were entitled to four or more holidays with pay; by 1951, this proportion had risen to 72 per cent.

A percentage distribution of workers in metal mining according to the number of statutory holidays paid for, even though not worked, is shown below:—

Number of Paid Holidays	Percentage of Employees		
	1949 %	1950 %	1951 %
None	50.4	24.5	18.6
1 to 3.....	8.2	10.3	9.0
4 to 6.....	40.1	63.6	65.2
More than 6.....	—	1.4	7.2
No information.....	1.3	.2	—
Total	100.0	100.0	100.0

In 1951, the largest group of workers, 31 per cent, was paid for six statutory holidays; 28 per cent were paid for four days.

There was some variation between the regions. In Quebec, three or four holidays were paid for in seven mines employing 45 per cent of the workers in the province; however, 18 mines, also with 45 per cent of the workers, did not pay for any of the holidays which they observed. In Ontario, four to six holidays were paid for in 30 mines employing about nine-tenths of the workers while 20 mines employing virtually all the rest of the workers reported having no paid holidays. Nine mines in British Columbia having one-half the total employees in that province paid for six holidays.

Shift Differentials.—About 16,000 workers were reported in the afternoon and night shifts. About half those on the afternoon shift received a differential of either three or four cents per hour. Some 36 per cent of the 7,000 night shift workers were in mines which paid a four- to eight-cent-per-hour differential.

Special Wage Clauses.—Wages were adjusted in relation to changes in the

TABLE III. — ANNUAL VACATIONS WITH PAY IN THE METAL MINING INDUSTRY, OCTOBER 1951

Length of Vacation and Service Requirements	Canada		Quebec		Ontario		British Columbia		Other Region ⁽¹⁾	
	Mines	Workers	Mines	Workers	Mines	Workers	Mines	Workers	Mines	Workers
Initial Vacation										
One Week with Pay	100	42,298	26	8,443	50	23,538	18	5,338	6	4,979
After: Less than one year.....	2	102	.....	.....	2	102	.....	.....	.....	.....
After: One year.....	94	41,024	24	8,139	47	23,209	17	5,287	6	4,979
Service not specified.....	4	512	2	304	1	167	1	41	.....	.....
Two Weeks with Pay	8	1,323	2	187	2	253	1	90	3	793
After: One year.....	7	1,110	2	187	1	46	1	90	3	793
Other.....	1	207	.....	.....	1	207	.....	.....	.....	.....
Other Vacation Periods	2	867	.....	.....	.....	.....	.....	.....	2	867
Total.....	110	44,488	28	8,630	52	23,791	19	5,428	11	6,639
Maximum Vacation										
Two Weeks with Pay	65	20,226	13	4,041	35	12,424	16	3,615	1	146
After: Less than 2 years.....	12	2,350	1	366	4	154	.....	.....	.....	.....
2 years.....	10	2,197	1	61	4	154	.....	.....	.....	.....
3 and 4 years.....	1	1,706	.....	365	2	1,978	10	1,535	.....	.....
5 years.....	37	12,313	9	2,994	27	10,278	1	163	.....	.....
6 years.....	6	2,614	1	525	1	213	4	1,876	.....	.....
Other.....	1	146	.....	.....	.....	.....	.....	.....	1	146
Three Weeks with Pay	9	17,114	2	2,204	2	9,687	1	1,600	4	3,623
After: 15 years.....	2	3,263	.....	.....	.....	.....	.....	.....	2	3,623
20 years.....	5	5,651	2	2,204	1	1,626	1	1,600	1	224
25 years.....	1	8,081	.....	.....	1	8,061	.....	.....	.....	.....
Other.....	1	36	.....	.....	.....	.....	.....	.....	1	36
Initial Vacation Maintained	36	7,148	13	2,385	15	1,680	2	213	6	2,870
One week.....	27	5,804	11	2,198	13	1,427	1	123	2	2,058
Two weeks.....	8	1,323	2	187	2	253	1	90	3	793
Other vacations.....	1	21	.....	.....	.....	.....	.....	.....	1	21
Total.....	110	44,488	28	8,630	52	23,791	19	5,428	11	6,639

⁽¹⁾ Includes Newfoundland, Manitoba, and Northwest Territories

TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE METAL MINING INDUSTRY, OCTOBER 1951

Number of Statutory Holidays Observed	Canada		Quebec		Ontario		British Columbia		Other Regions ⁽¹⁾	
	Mines	Workers	Mines	Workers	Mines	Workers	Mines	Workers	Mines	Workers
2.....	9	1,118	2	285	6	763	.....	.....	1	70
3.....	22	6,111	12	3,151	8	1,139	.....	.....	2	1,821
4.....	33	12,632	12	4,021	20	7,165	.....	.....	1	846
5.....	9	2,134	.....	.....	8	2,110	.....	.....	1	24
6.....	25	16,921	2	573	5	11,625	15	4,097	3	626
7.....	6	3,649	.....	.....	1	1,105	1	222	4	3,322
More than 7.....	6	1,870	.....	.....	4	884	2	986	.....	.....
No information.....	1	123	.....	.....	.....	.....	1	123	.....	.....
Total.....	111	44,553	28	8,630	52	23,791	19	5,428	12	6,709
Number of Statutory Holidays Paid for Although not Worked										
None	49	8,309	18	3,928	20	2,450	8	1,519	3	412
1.....	1	14	1	371	.....	.....	1	149	.....	.....
2.....	9	520	3	1,070	1	168	.....	.....	4	2,191
3.....	8	3,429	4	2,835	18	8,346	.....	.....	2	1,102
4.....	24	12,923	4	365	9	2,484	.....	.....	.....	.....
5.....	10	21,849	1	.....	3	10,238	9	3,172	2	487
6.....	14	13,897	.....	.....	1	105	1	588	1	2,517
More than 6.....	3	3,210	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	111	44,553	28	8,630	52	23,791	19	5,428	12	6,709

(¹) Includes Newfoundland, Manitoba and the Northwest Territories.

official cost-of-living index in 22 mining establishments employing 19 per cent of the total workers in the industry.

Severance pay was reported by nine mines employing eight per cent of the workers. Some mines reported a specified amount paid to the employee on termination of his employment; others paid a percentage of earnings, in some instances based on length of service. Such pay was additional to any accumulated earned vacation credits.

Extent of Guaranteed Pay	Minimum Call-in Pay (Outside Regular Hours)		Minimum Reporting Pay (Regular Hours)	
	Mines	Workers	Mines	Workers
2 hours.....	4	3,056	9	4,243
3 hours.....	9	10,965	—	—
4 hours.....	53	22,952	28	20,459
8 hours.....	—	—	6	908
Other hours.....	3	846	2	211
No guarantee.....	31	4,762	57	16,800
No information.....	11	1,977	9	1,937
	111	44,558	111	44,558

Pensions and Welfare Schemes.—In the metal mining industry, 24 establishments employing 22,000 workers reported having pension plans. Health and welfare insurance schemes were reported by 79 mines employing 36,605 workers.

Job Training.—A number of metal mines reported that at the time of the survey they were operating organized training programs. Ten mines employing 8,304 workers were giving classroom instruction or on-the-job training in skilled or semi-skilled trades. The number of workers actually receiving instruction at the survey date was 168. Seven mines employing 3,326 workers gave supervisory training, with 162 of the employees being under instruction at the survey date.

Provision for minimum call-in pay and reporting pay was common in the metal mining industry.

In the first case, a minimum number of hours' pay is guaranteed to any worker who may be called in to work outside his regular schedule. In the second case, a minimum number of hours' pay is guaranteed to any worker who reports for his usual shift only to find that no work is available. In either case, four hours' pay was the predominant guarantee. Detailed information on these two items is shown below:—

Industrial Safety.—Various facilities for the prevention and treatment of industrial accidents were reported by 100 mines employing 43,626 workers. The types of such facilities available to these employees and the percentage of employees covered by each are as follows:—

	Percentage of Total Number Covered
Worker-supervisory safety committees	39
Safety engineers.....	81
Employees trained in first aid	95
Recurring medical examinations	79
Full-time nurse.....	36
Full-time or part-time doctor	41

Index Has Been Revised, Renamed; Now Called "Consumer Price Index"

Publication of new index, replacing one in use since 1940, will begin this summer. Calendar year 1949 has been selected as new base period; index for that year to be 100. Main features of new index explained

During the latter half of 1951, the Dominion Bureau of Statistics held numerous meetings with groups and organizations to explain and discuss the plans for the revised index, which is to be renamed more accurately the Consumer Price Index. The groups and organizations included not only a wide variety of interests but also competent technical opinion. They represented consumers, labour, management, farmers, and professional economists.

In addition, it has been possible to discuss the most up-to-date techniques for constructing consumer price indexes with experts of several countries which have highly developed statistical organizations. During the course of these discussions it was decided to use 1949 as a base period and work resulting from this decision will require several months to complete. Therefore, publication will not commence before the summer of 1952, at which time a comprehensive explanation of the index will be issued.

The following statement outlines briefly some of the main features of the new index.

Purpose and Title

The main purpose of the revision has been to bring up-to-date the list of items and quantities included in the index budget and to place the series on a post-war base. Thus there will be no change in the fundamental purpose of the index, which is to measure changes in the prices which the consumer pays for goods and services.

While the title "Cost-of-Living Index" has historically been used to describe indexes which serve this purpose, it has proved confusing and will therefore be changed to "Consumer Price Index". This change in title is one which is being adopted widely in other countries and is made to clarify the real purpose of the index. That is: to measure changes in prices of a representative basket of goods and services.

Base Period

The post-war period selected as the base for the new index is the calendar year 1949 and the index for that year will be 100. Since prices were higher in 1949 than they were in the period 1935-39, which is the base of the present index and which now equals 100, the new index numbers will be lower, of course, than if they were on the 1935-39 base. This does not mean that prices have risen less; the percentage change in the price level shown by the new index would be the same from month to month whichever base is used.

The Index Budget

In determining the items to be included in the budget it was first necessary to decide what families should be selected from the nation-wide sample of household expenditures collected for the year ending September, 1948, and supplemented by four food surveys in October, 1948, and March, June and September, 1949. The new index has been designed to reflect the experience of families located in 27 cities, each having more than 30,000 population. They ranged in size from two adults to two adults with four children and the annual incomes of these households during the survey year ranged from \$1,650 to \$4,050, with the majority of incomes between \$2,000 and \$3,000.

The income and size limitations were selected to obtain a wide coverage within which expenditure patterns could be adequately represented by the same price index. The families have not been restricted to those with wage-earner heads. Actual tests showed that expenditure patterns of households with wage-earner heads were almost identical with those of other urban families within the same size and income ranges. This is not surprising when it is considered that wage-earners and non-wage-earners are found living on the same streets, buying in the same stores, and generally living in the same manner.

It was thus possible to include families with all types of income, without making the index less representative of wage-earners.

Although there have been considerable changes between pre-war and post-war purchasing habits, the general pattern of spending has altered surprisingly little. Changes in the classification of items to give more useful group indexes prevent

exact comparison of the old and new index patterns, but the degree of similarity can be judged from the following summary table. The new Household Operation group compares roughly with a combination of the two series for Fuel and Light and Home Furnishings and Services. Likewise, the new Other Commodities and Services group contains many of the items listed in the present index under Miscellaneous.

Group Base Weights Of New And Old Indexes

Budget Group	New Index per cent	Old Index per cent
Foods	32	31
Clothing	11	12
Shelter	15	19
Household Operation	17	
(Fuel and Light.....)		6)
(Home Furnishings and Services.....)		9)
Other Commodities and Services.....	25	15
Miscellaneous		23
Total	100	100

Final decisions remain to be made on a few items in the new budget; but in general the changes to be made can now be stated. In total the new index will be calculated from prices of approximately 225 items as compared with the present list of 160. Additions to foods will include a considerable number of fresh fruits and vegetables; and items of children's wear will be added to the clothing index. In addition to rents, it is planned to price the principal home-ownership costs if certain technical difficulties can be overcome. Fuel oil will be added and the list of household equipment and services has been expanded. The Other Commodities and Services index will include a number of additional items, in particular, a wider representation for transportation and

recreation. Life insurance premiums will be dropped because they include a large element of savings, while the other major element, risk, is related to future rather than current purchasing power measurements.

Joint Publication of the Old and New Series

The substitution of any new statistical series for an old one almost invariably leads to some confusion. Cost-of-Living or Consumer Price Indexes are used for numerous purposes, including the adjustment of wages. It seems advisable, therefore, to make available for some months both the old series and the new. However, it is not the intention to continue the old series after the end of 1952.

U.S. Plans Revision of Consumers' Price Index

Publication of the revised United States Consumers' Price Index is expected to begin early next year. The United States Bureau of Labor Statistics plans to publish the present index throughout 1952.

Some changes in the city indexes to be published will be made when the revised index is taken into use, according to Ewan Clague, Commissioner of Labor Statistics.

"The revised Consumers' Price Index," Commissioner Clague has announced, "will be based on a sample of 45 to 50 cities

of all sizes. Thus, in addition to the large cities heretofore included, medium-sized and small cities, ranging down to 2,500 population, will be represented. Thus, the index for the first time will measure the effect of price changes on the living costs of all urban wage-earners.

"Besides the addition of small and medium-sized cities," the Commissioner continued, "the new index will contain nearly 40 per cent more items and will incorporate many other improvements made

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possible by the development of statistical techniques over the past decade."

The United States Wholesale Price Index has already been modernized and expanded. This is the index which reflects advances and declines in prices of materials sold in large lots at primary markets.

The revised index, according to Commissioner Clague, will cover prices of more

than 1,900 separate specifications of commodities. The old index was based on 900 commodities.

The new index will be based on the average price from 1947-49 as equalling 100, instead of on the year 1926 as equalling 100. The weighing of the various prices used—their relative importance to the whole—has also been changed.

Great Britain Will Modify Cost-of-Living Index

The structure of Britain's cost-of-living index is to be modified. The change was announced March 7 in a White Paper presented to Parliament by the Cost-of-Living Advisory Committee.

The main change will be in the weighing of the items included in the index.

Heretofore, calculations have been based on the pattern of consumption during 1937-38, the last time a full-scale inquiry into family expenditure was made. In the revised index, items will be weighed according to the estimated spending habits of 1950.

Cost-of-Living Index, March 1, 1952

Marking the third decline in the last four months, the Dominion Bureau of Statistics cost-of-living index registered a further decrease of 0.9 per cent—1.7 points—from 190.8 to 189.1 between February 1 and March 1. The drop placed the index at its lowest level since September, 1951.

A sharp drop in the food index from 248.1 to 241.7 was mainly responsible for the latest decrease. Meats were substantially lower, with beef cuts averaging down more than five cents per pound, fresh pork three cents, and bacon nearly five cents. Eggs showed a further seasonal decrease, while cabbage and orange prices were also slightly lower. Among other foods, a few slight decreases were recorded.

The clothing index declined from 213.0 to 211.2, mainly as a result of lower prices for both men's and women's top coats and men's suits.

An increase from 200.1 to 200.8 for home furnishings and services reflected slightly higher prices for items of furniture, floor coverings, dishes and hardware, along with an increase in telephone rates in Eastern Canada. Decreases were recorded for textile furnishings and cleaning supplies.

The fuel and light index rose from 151.3 to 152.5 after increases in domestic bituminous coal.

In the miscellaneous index, small advances in items of health, personal care and recreation overbalanced slight decreases in automobile tires and soap; the index for this series increased from 146.5 to 146.9.

The rent index advanced from 144.8 to 146.3 since last November, when rents were last surveyed.

From August, 1939, to March, 1952, the percentage increase in the total index has been 87.6.

City Cost-of Living Indexes, February, 1952

Cost-of-living indexes for eight of the nine regional centres moved down between January 2 and February 1 mainly as a result of declines in food prices. Clothing and home furnishings and services were also lower at most centres.

Decreases in foods were concentrated mainly in meats, notably beef and pork, and in eggs. These outweighed higher prices in dairy product items and vegetables, except at Winnipeg and Saskatoon. The composite index for Saskatoon, as a result, registered the only increase, advancing 0.1 point to 187.1 between January 2 and February 1.

Clothing declines resulted largely from lower quotations for nylon hosiery and woollen apparel. Lower prices for wool blankets, certain furniture items and cleaning supplies mainly accounted for the declines in home furnishings and services. With the exception of higher prices for coal at Saint John and electricity at Vancouver, fuel and light indexes were unchanged. Higher costs, mainly in the health section, contributed to slightly increased indexes in the miscellaneous items group. Rents, which were not surveyed in February, remained nominally unchanged.

Composite city index decreases between January 2 and February 1 were as follows: Halifax, 1.1 point to 178.2; Toronto, 1.1 to 186.0; Vancouver, 1.1 to 192.5; Mont-

real 1.0 to 197.1; Saint John, 0.5 to 187.5; Winnipeg, 0.3 to 183.4; St. John's, 0.2 to 103.7*; and Edmonton, 0.2 to 183.2.

Wholesale Prices, February, 1952

For the seventh month in a row, wholesale prices declined in February, dropping below the preceding year's level for the first time in more than two years.

At the February level, general wholesale prices were about five per cent under the July, 1951, peak.

The general index number of wholesale prices, on the base 1935-39=100, stood at 232.6 in February, as compared with 236.8 in the preceding month, the top figure of 244.2 in July, and 238.5 in February last year.

The index for Canadian farm product prices at terminal markets also moved downward to 251.2 from 263.1 in January and 262.5 a year earlier.

*Index on the base June, 1951=100.

Largest declines from February, 1951, occurred among animal products and textiles, the former dropping 10.1 per cent; the latter by 17.2 per cent. Vegetable products were slightly lower as a whole but there were advances in wood products, iron products, non-ferrous metals, non-metallic minerals and chemical products.

The index number for animal products was 264.8, as against 294.5 in February last year; textile products, 260.4 (314.6); vegetable products, 218.2 (219.0); wood products, 294.1 (286.5); iron products, 218.1 (201.4); non-ferrous metals, 179.7 (175.5); non-metallic minerals, 174.2 (168.3); and chemical products, 187.3 (183.1).

The February index number for general building materials moved up to 289.6 from 289.3 in January and 287.4 a year ago, while that for residential building materials was 287.9, unchanged from January but above last year's February index of 274.9.

Strikes and Lockouts

Canada, February, 1952*

Strike idleness declined during February from the high figure of the previous month, in spite of an increase in the number of existing stoppages and in the number of workers involved. More than 60 per cent of the time loss was caused by three disputes, namely: motor vehicle factory workers at Windsor, Ont.; textile factory workers at Granby, P.Q.; and metal factory workers at Weston, Ont. The demand for increased wages and related causes was the central issue in 16 of the 22 stoppages in existence during the month. Three arose over dismissal or suspension of workers and three over other causes affecting working conditions.

Preliminary figures for February, 1952, show 22 strikes and lockouts in existence, involving 13,048 workers, with a time loss of 47,603 man-working days, as compared with 15 strikes and lockouts in January, 1952, with 5,749 workers involved and a loss of 75,220 days. In February, 1951, there were 20 strikes and lockouts, involving 4,944 workers, with a time loss of 20,103 days.

For the first two months of 1952, preliminary figures show 27 strikes and lockouts, involving 18,137 workers, and a time loss of 122,823 man-working days.

For the same period in 1951 there were 34 strikes and lockouts, with 11,015 workers involved and a loss of 37,091 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in February, 1952, was 0.05 per cent of the estimated working time, as compared with 0.08 per cent in January, 1952; 0.02 per cent in February, 1951; 0.07 per cent for the first two months of 1952; and 0.02 per cent for the first two months of 1951.

Of the 22 strikes and lockouts in existence in February, 1952, three were settled in favour of the workers, three in favour of the employers, two were compromise settlements, and five were indefinite in result, work being resumed pending final settlement. At the end of the month nine stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and jewellery factory workers at Toronto, Ont., on December 3, 1951.

*See Tables G-1 and G-2 at end of book.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1952, and in this article are taken, as far as possible, from the government publications of the countries concerned, or from the International Labour Office "Year Book of Labour Statistics".

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December, 1951, was 73 and eight were still in progress from the previous month, making a total of 81 during the month. In all stoppages of work in progress that month, 12,300 workers were involved and a time loss of 40,000 working days caused.

Of the 73 disputes leading to stoppages of work which began in December, five, directly involving 400 workers, arose out of demands for advances in wages and 25, directly involving 3,200 workers, on other wage questions; 14, directly involving 1,200 workers, on questions respecting the employment of particular classes or persons; 26, directly involving 2,600 workers,

on other questions respecting working arrangements; two, directly involving 1,400 workers, on questions of trade union principle; and one, directly involving 200 workers, was in support of workers involved in another dispute.

For 1951, preliminary figures show a total of 1,719 work stoppages beginning in the year, 379,000 workers directly and indirectly involved in all stoppages in progress during the year and a time loss of 1,692,000 working days.

Comparable figures for 1950 are, 1,339 stoppages, 303,000 workers with a time loss of 1,389,000 days.

New Zealand

For the third quarter of 1951, figures show 27 strikes, involving, directly and indirectly, 15,929 workers and causing a time loss of 988,799 man-days.

United States

Preliminary figures for January, 1952, show 400 work stoppages resulting from labour-management disputes beginning in the month in which 190,000 workers were involved. The time loss for all stoppages in progress during the month was 1,250,000 man-days. Corresponding figures for December 1951 are: 200 work stoppages involving 55,000 workers and a time loss of 900,000 days.

Fatal Industrial Accidents in Canada, 1951*

Industrial fatalities in Canada in 1951 totalled 1,403, an increase of 126 over the 1950 figure of 1,277. Accidents, both fatal and non-fatal, increased by 39,520 from 415,170 in 1950 to 454,690 in 1951

During the calendar year 1951, industrial fatalities in Canada totalled 1,403, an increase of 126 over the 1950 figure of 1,277. Included in the final figure for 1950 are 37 deaths not previously reported. Accidents, both fatal and non-fatal, as reported by the provincial Workmen's Compensation Boards increased from 415,170 in 1950 to 454,690 in 1951.

*See Tables H-1 to H-5.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the LABOUR GAZETTE.

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Com-

pensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data, but accidents reported in the press are included only after careful enquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by workmen's compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial fatalities may be omitted from our records because of lack of information given in press reports.

Seventeen industrial accidents which caused the death of three or more persons in each case were reported to the Department during 1951. On February 7, two separate accidents resulted in multiple deaths. At St. Paul L'Ermite, Que., five munitions workers were killed when a large shell being filled exploded; an aircraft crash at Calmar, Alta., cost the lives of the pilot, a foundry manager and a salesman employed by a wholesale hardware firm. Four employees of a cartage firm were killed at Winnipeg, Man., on February 20, when the truck in which they were riding was struck by a train. On March 2, at Shakespeare, Ont., two employees of the Department of Highways and a truck driver were killed when the truck crashed through a group of road-workers and then struck another vehicle. Three crew members of a tugboat perished in Saint John harbour, New Brunswick, on March 20, following a collision between the tugboat and a freighter.

On May 6, three trainmen were killed near Spuzzam, B.C., when an engine and fourteen cars jumped the track. Three firemen of the Peterborough Fire Department died May 19 when they were trapped and burned while fighting a fire. In this accident a fourth man lost his life but, as he was working voluntarily, his death was not a result of his normal employment and is therefore not included in the statistics of industrial fatalities. On May 24, six railway employees were killed in a head-on collision between a freight train and a ballast train near Parent, Que.

On July 20, two farmers and a garage owner were killed in a level crossing accident near Beeton, Ont. The three men were returning from a nearby town, where the farmers had been delivering produce and the garage owner picking up

spare parts for his garage. Seven crew members of a commercial aircraft operating on the Korean airlift lost their lives when their plane disappeared July 21, shortly after leaving Vancouver, B.C., on a flight to Anchorage, Alaska. On August 15, three loggers were drowned in the Manicouagan River, Que., when the engine of their boat stopped and the boat capsized. A level crossing collision of a heavily-laden truck and a train near Chatham, Ont., on September 17, resulted in the deaths of the truck driver, fireman and engineer. Seven men, five of whom were employed by a mining company and two by an air service firm, were killed on September 19 when their aircraft crashed in landing at South Pond, Nfld.

Twenty-one persons, eighteen of whom were employees of a large construction firm and three of the Queen Charlotte Airlines were killed October 17 when the aircraft in which they were travelling crashed into Mount Benson near Nanaimo, B.C. On October 24, three workers employed by a wood dealer were drowned when their canoe struck a log and tipped over in the Patagaffe River, near Val Paradis, Que. Three trainmen lost their lives on November 14 in a head-on collision between two trains at Severn Bridge, Ont. A highway accident at St. Jérôme, Que., on November 23 resulted in the deaths of five construction workers; the truck in which these men were riding to work skidded on the icy road and plunged into a ravine.

Fatalities by Causes.—Classification of accidents according to cause (Table H-2) indicates that the largest number, 513, came under the category of "moving trains, vehicles, etc." Automobiles and other power vehicles and implements caused 279 of these fatalities.

Industrial diseases, strain, etc., were responsible for 153 of the 230 industrial deaths recorded in the group "other causes". "Falling objects" caused fatal injuries to 203 persons, 77 of whom were employed in the logging industry. "Falls of persons" resulted in 164 deaths, while "dangerous substances" caused 157 fatalities, including 60 resulting from electrocution.

Fatalities by Provinces.—The largest number of industrial fatalities recorded in any province in 1951 was 478 in Ontario, an increase of 34 from the preceding year. Of these, 101 occurred in manufacturing, 81 in transportation and 63 in the construction industry. In Quebec, 309 fatalities were recorded, including 58 in each of the manufacturing and construction industries

and 51 in the transportation industry. British Columbia followed with 290 during the year. Accidents in the logging industry were responsible for 76 of these fatalities.

Fatalities by Industries.—Table H-4 provides an analysis of fatalities by industries and months and the number of fatalities in each industry expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given; these, although not in any case for the year under review,

are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,403 fatalities in 1951 was in transportation, with 17·3 per cent as compared with 15·6 per cent in the previous year. Manufacturing accounted for 16·5 per cent in comparison to 19·4 per cent in 1950.

The percentage in mining and quarrying showed little change with only a slight decrease to 13·4 per cent from 13·5 per cent in 1950. In logging, the percentage increased from 12·5 in 1950 to 12·9 in 1951.

Selected Publications Received Recently in Library of Department of Labour

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1952		1951	1950	1944	1939
	Feb.	Jan.	Jan.	Jan.	Jan.	Jan.
TOTAL POPULATION*.....000			14,009	13,845	11,975	11,267
Labour Force—						
Civilian labour force (1).....000			5,210	†	†	†
Persons with jobs.....000			5,110	†	†	†
Male.....000			4,065	†	†	†
Female.....000			1,105	†	†	†
Paid workers.....000			3,800	†	†	†
Without jobs and seeking work.....000			100	†	†	†
Index of employment (1939=100).....		180.9	175.3	163.8	†	†
Immigration.....No.			5,637	3,710	693	661
Adult males.....No.			2,546	1,234	157	100
Earnings and Hours—						
Total labour income.....\$000,000			730	629	†	†
Per capita weekly earnings.....\$		50.46	45.27	42.33	†	†
Average hourly earnings, mfg.....¢		26.8	109.0	101.1	†	†
Average hours worked per week, mfg.....		41.9	43.0	42.6	†	†
Real weekly earnings, mfg. (2).....		114.8	112.4	110.7	†	†
National Employment Service—						
Live Applications for employment						
(1st of month (3)).....000	362.8	266.6	226.9	274.0	†	†
Unfilled vacancies (1st of month) (3).....000	23.7	30.0	34.4	17.7	†	†
Placements, weekly average.....000	12.3	12.8	12.3	8.0	†	†
Unemployment insurance—						
Ordinary live claims (1st of month).....000	318.5(7)	247.1(7)	190.1(7)	222.1	6.2	†
Balance in fund.....\$000,000	778.2	776.1	654.1	589.6	176.8	†
Price Indexes—						
General wholesale (4).....		236.8	232.3	199.0	138.6(5)	99.2(5)
Cost-of-living index (4).....	190.8	191.5	172.5	161.0	119.0	101.1
Residential building materials (4).....		291.6	269.6	227.2	146.6(5)	102.3(5)
Production—						
Industrial production index (4).....		203.8	210.0	182.6	204.1	102.0
Mineral production index (4).....		167.0	158.3	138.6	113.4	105.9
Manufacturing index (4).....		207.2	218.9	190.5	225.1	100.9
Pig iron.....000 tons		209.2	201.1	190.4	132.1	57.7
Steel ingots and castings.....000 tons		317.0	309.7	289.9	242.2	78.2
Inspected slaughtering, cattle.....000	91.9	71.6	103.7	120.5	90.4	69.9
hogs.....000	499.8	506.1	401.6	362.8	941.0	262.9
Flour production.....000,000 bbls		1.84	1.97	1.54	2.04	1.10
Newsprint (3).....000 tons		470.5	453.0	417.0	242.7	208.4
Cement producers' shipments.....000,000 bbls		0.85	0.89	0.65	0.18(6)	0.12(6)
Automobiles and trucks.....000		34.2	39.2	28.5	13.7	14.8
Gold.....000 fine oz			374.5	353.6	258.6	410.8
Copper.....000 tons		22.5	22.8	22.0	24.4	23.7
Lead.....000 tons		14.9	16.1	9.5	16.4	16.1
Nickel.....000 tons		11.8	10.9	10.2	11.8	7.3
Zinc.....000 tons		29.7	25.7	24.1	24.7	15.2
Coal.....000 tons	1,555	1,960	1,933	1,802	1,621	1,200
Crude petroleum.....000,000 bbls			3.00	1.93	0.83	0.53
Electric power.....000,000 k.w.h.		5,268	4,784	4,081	3,529	2,387
Construction						
Contracts awarded.....\$000,000	151.3	108.7	159.2	56.7	8.8	7.3
Dwelling units started.....000			2.8	2.2	†	†
completed.....000			7.0	6.5	†	†
under construction.....000		45.9	59.4	59.5	†	†
Distribution—						
Wholesale sales index, unadjusted (4).....		206.3	317.6			
Retail trade.....\$000,000		722.6	703.8	580.7	†	†
Imports, excluding gold.....\$000,000	282.1	307.1	327.2	211.9	126.4	43.7
Exports, excluding gold.....\$000,000	309.7	323.7	285.1	221.2	242.0	70.1
Railways—						
Revenue freight, ton miles.....000,000			4,968	3,614	5,349	1,871
cars loaded.....000	316.3	332.7	331.5	270.8	282.0	171.8
Banking and Finance—						
Common stocks, index (4).....	179.5	181.7	153.8	119.0	81.5	93.8
Preferred stocks, index (4).....		161.4	166.0	152.4	118.3	102.5
Bond yields, Dominion, index, (4).....	113.9	113.4	97.9	90.1	97.3	97.3
Cheques cashed, individual accounts.....\$000,000		9,734	9,062	7,307	4,512	2,512
Bank loans, current public.....\$000,000		2,827	2,671	2,164	1,037	792
Money supply.....\$000,000		4,697	4,688	4,386	3,153(8)	1,370(8)
Circulating media in hands of public.....\$000,000		1,235	1,151	1,131	835	281(8)
Deposits.....\$000,000		3,462	3,537	3,255	2,163(9)	1,089(9)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of statistics.

* Population figures given are as at June 1 for 1951, 1950, 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force survey figures given are as at November 3, 1951. Detailed figures will be found in tables A4-A7 of the February issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

(7) Including supplementary benefits 30,726 for February 1 and 8,184 for January 1, 1952 also 6,833 for January 1, 1951.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

Source: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
1950—				
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950						
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,438	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA
BY OCCUPATIONS**

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951									
January*	643	966	707	210	124	140	194	254	3,238
February	1,341	1,197	1,073	198	178	157	370	269	4,783
March	2,072	1,351	1,690	363	245	247	415	343	6,726
April	2,293	2,125	1,855	440	299	260	537	361	8,170
May	3,611	2,339	2,792	540	404	322	678	504	11,190
June	3,534	2,539	3,192	511	359	274	521	552	11,482
July	2,556	3,279	3,412	523	334	287	499	528	11,418
August	2,333	3,039	3,050	436	465	245	379	487	10,434
September	1,461	2,395	2,605	417	415	222	381	431	8,327
October	2,317	3,977	4,728	569	444	274	805	545	13,659
November	2,019	3,878	5,209	632	424	311	748	515	13,736
December	1,710	3,922	3,369	478	310	217	1,004	613	11,623

*Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agricul- ture, Forestry, Fishing, Trapping, Mining,	Manu- facturing	Constru- tion	Utilities Transporta- tion, Communi- cation, Storage Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average	21	59	9	56	58	5	208
1939—Average	23	62	8	58	59	5	215
1940—Average	26	78	11	63	60	6	244
1941—Average	29	106	16	73	66	8	298
1942—Average	30	142	18	80	71	10	353
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
1949—January	48	208	37	158	133	20	604
1950—January	45	211	38	165	149	21	629
1951—January	59	252	47	187	160	25	730
February	59	254	46	188	162	24	733
March	55	260	46	191	168	25	745
April	55	266	53	196	166	27	763
May	61	269	59	202	174	27	792
June	67	276	64	208	179	27	821
July	66	276	68	209	178	30	827
August	68	279	71	211	176	28	833
September	70	284	74	214	178	28	848
October	74	283	73	216	180	29	855
November	76	283	71	219	179	29	857
December	73	268	55	225	188	28	837

* Includes Newfoundland.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,352,329.

		CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....		158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....		165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....		165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....		168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....		180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Jan. 1, 1949.....		165.5	155.2	140.5	174.6	156.3	174.0	164.7	137.2	176.6	172.9
Jan. 1, 1950.....		163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Jan. 1, 1951.....		175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....		172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951.....		172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....		173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....		175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....		180.3	178.1	149.4	171.6	167.9	191.9	172.6	140.8	202.5	192.3
July 1, 1951.....		183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951.....		184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951.....		185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951.....		186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951.....		186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951.....		186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952.....		189.0	175.2	148.2	189.7	171.6	190.2	172.9	152.3	206.1	186.7
Percentage Distribution of Employees of Reporting Establishments at January 1, 1952...		100.0	0.2	3.6	2.8	29.5	42.8	5.2	2.3	4.7	8.9

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month		Industrial Composite ¹				Manufacturing			
		Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....		100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....		158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....		165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....		165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....		168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....		180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
Jan. 1, 1949.....		165.5	290.1	175.0	41.02	174.0	319.9	180.4	41.91
Jan. 1, 1950.....		163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Jan. 1, 1951.....		175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....		172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....		172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....		173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951.....		175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951.....		180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951.....		183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951.....		184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1, 1951.....		185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1, 1951.....		186.5	410.0	220.1	51.59	194.2	454.4	233.9	53.31
Nov. 1, 1951.....		186.4	413.4	222.1	52.05	190.8	451.4	236.5	53.89
Dec. 1, 1951.....		186.6	416.7	223.6	52.41	189.1	451.8	238.9	54.44
Jan. 1, 1952.....		180.9	389.0	215.3	50.46	184.0	418.7	227.4	51.83

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wage and Salaries		
	EMPLOYMENT			PAYROLLS					
	Jan. 1 1952	Dec. 1 1951	Jan. 1 1951	Jan. 1 1952	Dec. 1 1951	Jan. 1 1951	Jan. 1 1952	Dec. 1 1951	Jan. 1 1951
(a) Provinces							\$	\$	\$
Prince Edward Island.....	175.2	181.0	184.2	327.9	351.1	318.5	37.25	38.60	34.42
Nova Scotia.....	148.2	156.2	149.1	286.8	321.9	264.1	41.50	44.19	37.99
New Brunswick.....	189.7	192.3	187.5	416.9	426.0	362.4	44.55	44.91	39.08
Quebec.....	171.6	178.6	162.3	389.7	421.7	327.8	48.33	50.23	42.99
Ontario.....	190.2	194.7	186.9	406.6	430.2	361.4	52.40	54.39	47.34
Manitoba.....	172.9	177.5	171.2	334.0	347.8	296.8	49.67	50.38	44.61
Saskatchewan.....	152.3	156.5	144.4	305.9	315.8	262.8	48.70	48.94	44.13
Alberta.....	206.1	210.9	193.7	422.3	443.1	355.8	52.14	53.46	46.73
British Columbia.....	186.7	195.1	180.4	387.4	432.5	331.3	53.95	57.64	47.78
CANADA.....	180.9	186.6	175.3	389.0	416.7	338.2	50.46	52.41	45.27
(b) METROPOLITAN AREAS									
Sydney.....	111.2	113.1	.....	241.9	281.0	.....	48.62	55.56	.....
Halifax.....	212.1	216.0	199.2	371.9	383.1	303.4	41.06	41.54	35.71
Saint John.....	199.4	184.8	176.0	387.3	362.5	303.9	41.65	42.06	37.04
Quebec.....	149.5	156.0	146.2	324.3	358.2	295.1	40.42	42.78	37.14
Sherbrooke.....	160.9	174.0	164.7	349.6	390.0	323.4	42.17	43.49	38.09
Three Rivers.....	169.5	176.7	164.8	406.9	448.4	356.0	48.02	50.76	43.83
Drummondville.....	189.4	194.0	.....	476.3	508.6	.....	48.15	50.19	.....
Montreal.....	175.0	179.9	168.8	369.2	399.7	320.1	48.18	50.75	43.33
Ottawa—Hull.....	192.1	193.1	188.7	375.5	390.9	335.0	45.26	46.85	41.12
Peterborough.....	200.6	205.2	.....	512.8	555.1	.....	54.00	57.17	.....
Oshawa.....	243.2	251.4	.....	623.7	596.7	.....	60.68	56.17	.....
Niagara Falls.....	255.8	270.9	.....	638.7	674.9	.....	60.19	60.05	.....
St. Catharines—Welland.....	233.9	239.7	223.7	562.4	612.2	506.0	59.02	62.69	55.34
Toronto.....	196.3	198.9	194.0	407.9	431.0	362.0	52.23	54.47	46.81
Hamilton.....	199.5	202.9	197.4	448.4	479.8	403.8	54.39	57.23	49.49
Brantford.....	206.0	206.2	210.0	520.5	544.1	468.6	52.52	54.84	46.39
Cal—Preston.....	143.7	150.0	.....	318.7	358.8	.....	45.47	49.05	.....
Kitchener—Waterloo.....	167.9	171.6	180.6	355.7	401.8	356.0	45.00	49.72	41.86
Sudbury.....	182.7	183.6	.....	401.3	389.0	.....	66.05	63.70	.....
London.....	184.9	190.1	192.3	372.6	408.1	352.4	47.73	50.84	43.39
Sarnia.....	284.2	298.5	.....	553.8	620.1	.....	62.52	66.66	.....
Windsor.....	209.3	212.3	231.2	439.6	454.4	457.7	58.56	59.67	55.15
Sault Ste. Marie.....	226.2	225.9	.....	504.1	529.1	.....	59.24	62.27	.....
Ft. William—Pt. Arthur.....	227.3	236.1	190.3	484.6	532.5	361.4	54.22	57.37	48.35
Winnipeg.....	171.7	175.8	173.3	329.5	341.0	295.1	46.77	47.29	41.41
Regina.....	169.6	175.9	169.0	347.5	354.3	302.3	46.41	46.15	40.37
Saskatoon.....	194.4	198.1	186.0	389.4	397.9	334.9	44.44	44.57	39.95
Edmonton.....	249.6	259.4	240.9	502.3	548.8	434.2	47.31	49.75	42.37
Calgary.....	216.4	218.9	203.2	419.5	434.1	350.3	50.05	51.18	44.46
Vancouver.....	197.7	203.1	199.4	405.7	429.0	361.2	51.43	52.92	45.47
Victoria.....	218.0	224.6	215.3	452.4	489.8	395.7	49.80	52.34	44.10
(c) INDUSTRIES									
Forestry (chiefly logging).....	283.8	293.4	256.0	845.9	923.3	632.1	51.59	54.47	42.58
Mining.....	119.7	121.6	115.1	251.7	268.7	217.0	60.54	63.60	54.08
Manufacturing.....	181.0	189.1	182.4	418.7	451.8	373.1	51.83	54.44	46.60
Durable goods ¹	234.4	237.5	223.3	533.7	573.8	457.1	55.33	58.68	49.22
Non-Durable goods.....	151.4	157.6	155.8	335.5	363.7	312.1	48.31	50.80	43.68
Construction.....	166.9	194.3	158.1	413.3	542.3	343.8	46.46	52.34	40.82
Transportation, storage and communication.....	180.8	185.4	168.1	352.4	361.0	299.6	55.77	55.71	51.07
Public utility operation.....	187.6	190.5	179.8	379.7	385.7	321.2	59.71	59.73	52.76
Trade.....	185.4	183.6	184.4	375.0	368.6	333.9	44.24	43.91	39.55
Finance, insurance and real estate..	178.5	178.4	159.8	291.6	292.4	246.5	47.47	47.65	44.78
Service².....	176.7	180.7	172.9	350.5	361.5	318.7	32.56	32.84	30.23
Industrial composite.....	180.9	186.6	175.3	389.0	416.7	338.2	50.46	52.41	45.27

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) Source: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Jan. 1, 1945.....	39.6	39.7	39.5	70.0	77.1	60.9
Jan. 1, 1946.....	38.1	37.5	38.7	67.9	74.7	61.7
Jan. 1, 1947.....	38.1	38.0	38.1	76.3	83.3	69.4
Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951.....	41.8	42.1	41.5	123.5	133.3	113.0
Dec. 1, 1951.....	41.9	42.2	41.6	124.5	134.6	113.5
*Jan. 1, 1952.....	38.2	38.4	38.0	126.8	136.1	116.6

* These averages were affected by loss of working time at the year-end holiday in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) Source: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1952	Dec. 1, 1951	Jan. 1, 1951	Jan. 1, 1952	Dec. 1, 1951	Jan. 1, 1951
Newfoundland.....	40.7	44.9	40.9	123.0	121.2	103.7
Nova Scotia.....	38.2	42.4	38.4	112.8	106.8	96.2
New Brunswick.....	39.6	42.8	42.1	114.2	111.4	97.5
Quebec.....	39.5	43.6	41.3	114.1	112.2	97.4
Ontario.....	37.8	41.3	39.8	133.8	131.2	115.3
Manitoba.....	38.7	41.2	40.4	121.9	120.0	103.5
Saskatchewan.....	39.7	41.9	41.0	126.0	123.3	111.3
Alberta.....	39.0	41.0	40.5	126.0	124.4	109.1
British Columbia.....	34.0	38.7	35.5	155.6	153.4	131.5
Montreal.....	37.9	42.5	39.5	118.5	116.8	101.9
Toronto.....	36.8	41.0	38.5	131.4	129.7	113.0
Hamilton.....	36.7	40.4	39.2	147.4	144.7	126.4
Windsor.....	38.3	40.0	39.3	150.3	146.7	137.9
Winnipeg.....	38.3	40.6	40.1	120.3	118.6	102.7
Vancouver.....	32.9	38.1	34.6	150.9	150.7	128.9

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1952	Dec. 1 1951	Jan. 1 1951	Jan. 1 1952	Dec. 1 1951	Jan. 1 1951	Jan. 1 1952	Dec. 1 1951	Jan. 1 1951
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	40-3	44-2	40-5	142-8	139-3	127-1	57-55	61-57	51-48
Metal mining.....	42-6	44-8	42-6	145-5	141-8	127-9	61-98	63-53	54-49
Gold.....	43-5	46-5	43-6	128-2	125-8	117-0	55-77	58-50	51-01
Other metal.....	41-9	43-5	41-7	158-4	154-3	137-4	66-37	67-12	57-30
Fuels.....	35-2	42-2	36-6	145-9	142-9	134-2	51-36	60-30	49-12
Coal.....	32-7	41-6	34-9	140-2	138-7	131-0	45-85	57-70	45-72
Oil and natural gas.....	46-0	44-4	44-3	163-6	158-3	146-0	75-26	70-29	64-68
Non-metal.....	42-4	46-5	41-5	123-9	121-3	107-4	52-53	56-40	44-57
Manufacturing	38-2	41-9	40-1	126-8	124-5	109-0	48-44	52-17	43-71
Food and beverages.....	39-2	42-6	40-4	108-5	103-9	95-1	42-53	44-26	38-42
Meat products.....	38-3	41-5	38-9	137-2	136-1	117-9	52-55	56-48	45-86
Canned and prepared fruits and vegetables.....	33-7	38-3	36-2	90-2	83-4	79-4	30-40	31-94	28-74
Grain mill products.....	41-2	45-6	43-5	116-2	115-7	103-4	47-87	52-76	44-98
Bread and other bakery products.....	44-0	44-3	43-9	96-7	94-9	86-2	42-55	42-04	37-84
Distilled and malt liquors.....	41-5	41-6	43-0	132-2	123-1	114-1	54-86	51-21	49-06
Tobacco and tobacco products.....	34-0	41-3	37-8	118-4	116-0	96-6	40-26	47-91	36-51
Rubber products.....	35-9	40-0	38-4	132-6	133-2	114-6	47-60	53-28	44-01
Leather products.....	34-9	38-5	37-0	89-2	89-0	82-1	31-13	34-27	30-38
Boots and shoes (except rubber).....	34-5	37-5	36-1	85-4	85-3	78-9	29-46	31-99	28-48
Textile products (except clothing).....	36-7	41-0	40-4	101-1	100-4	91-3	37-10	41-16	36-89
Cotton yarn and broad woven goods.....	34-1	37-5	39-8	100-1	100-5	95-7	34-13	37-69	38-09
Woolen goods.....	37-8	44-0	40-1	97-6	96-6	85-7	36-89	42-50	34-37
Rayon, nylon and silk textiles.....	40-7	44-3	43-4	107-0	105-0	91-6	43-55	46-52	39-75
Clothing (textile and fur).....	31-2	36-8	35-0	90-1	89-1	80-6	28-11	32-79	28-21
Men's clothing.....	31-6	35-4	35-9	88-1	85-8	78-8	27-84	30-37	28-29
Women's clothing.....	26-8	34-6	31-1	92-4	91-2	83-6	24-76	31-56	26-00
Knit goods.....	33-3	39-0	36-9	90-4	90-7	79-7	30-10	35-92	29-41
*Wood products.....	35-7	42-2	38-3	113-7	113-2	99-8	40-59	47-77	38-22
Saw and planing mills.....	34-4	41-2	37-3	123-9	122-5	107-1	42-62	50-47	39-95
Furniture.....	37-2	43-4	39-5	101-3	101-3	91-7	37-68	43-96	36-22
Other wood products.....	38-2	44-3	40-8	95-2	95-4	84-2	36-37	42-26	34-35
Paper products.....	43-5	46-7	44-9	140-9	139-1	118-4	61-25	64-96	53-16
Pulp and paper mills.....	45-3	48-0	46-8	150-0	148-8	126-5	67-95	71-42	59-20
Other paper products.....	38-0	42-6	39-8	108-5	106-9	93-0	41-23	45-54	37-01
Printing, publishing and allied industries.....	38-1	40-4	39-4	139-2	137-4	125-7	53-04	55-51	49-53
*Iron and steel products.....	38-7	42-6	40-3	139-9	139-6	119-4	54-14	59-47	48-32
Agricultural implements.....	34-8	40-1	37-7	155-8	155-7	130-8	54-22	62-44	49-31
Fabricated and structural steel.....	39-2	44-3	40-3	140-5	141-0	124-2	55-08	62-46	50-17
Hardware and tools.....	39-0	43-2	41-6	126-4	127-2	106-1	49-30	54-95	44-14
Heating and cooking appliances.....	36-8	39-9	37-0	123-4	122-8	106-7	45-41	49-00	39-48
Iron castings.....	37-4	42-6	41-6	135-3	136-4	120-8	50-60	58-11	50-25
Machinery manufacturing.....	40-7	44-8	41-6	131-5	131-7	113-9	53-52	59-00	47-38
Primary iron and steel.....	40-6	41-8	40-9	154-7	153-3	131-3	62-81	64-08	53-70
Sheet metal products.....	36-0	41-0	38-2	131-6	131-4	111-2	47-38	53-87	42-48
*Transportation equipment.....	38-9	41-2	41-2	142-5	141-0	125-5	55-43	58-09	51-71
Aircraft and parts.....	40-0	44-5	41-1	139-5	140-8	116-5	55-80	62-66	47-88
Motor vehicles.....	39-5	38-3	40-4	154-0	149-6	141-8	60-83	57-30	57-29
Motor vehicle parts and accessories.....	34-7	41-3	41-3	145-9	145-5	127-6	50-63	60-09	52-70
Railroad and rolling stock equipment.....	40-0	40-1	42-5	140-8	140-2	118-4	56-32	56-22	50-32
Shipbuilding and repairing.....	38-5	43-9	39-2	133-6	131-5	114-9	51-44	57-73	45-04
*Non-ferrous metal products.....	39-9	41-7	41-7	142-1	138-5	118-8	56-70	57-75	49-54
Aluminum products.....	41-4	42-8	41-3	132-2	129-2	108-7	54-73	55-30	44-89
Brass and copper products.....	39-3	42-8	40-7	129-1	127-6	110-4	50-74	54-61	44-93
Smelting and refining.....	41-3	41-1	43-8	157-0	153-5	131-1	64-84	63-09	57-42
*Electrical apparatus and supplies.....	37-9	42-5	38-0	135-5	135-6	117-5	51-35	57-63	44-65
Heavy electrical machinery and equipment.....	40-4	41-4	40-3	154-9	154-6	133-1	62-58	64-00	53-64
*Non-metallic mineral products.....	40-9	45-0	43-1	126-3	124-7	108-0	51-66	56-12	46-55
Clay products.....	42-0	45-3	43-4	117-1	116-6	103-6	49-18	52-82	44-96
Glass and glass products.....	42-8	45-5	43-9	122-4	121-3	104-9	52-39	55-19	46-05
Products of petroleum and coal.....	41-2	41-2	41-5	164-1	161-4	141-8	67-61	66-50	58-85
Chemical products.....	41-2	42-7	42-3	127-9	124-9	110-4	52-69	53-33	46-70
Medicinal and pharmaceutical preparations.....	40-6	41-6	38-7	100-6	100-4	90-2	40-84	41-77	34-81
Acids, alkalis and salts.....	43-7	43-7	46-9	148-4	142-3	124-1	64-85	62-19	58-20
Miscellaneous manufacturing industries.....	38-1	42-1	38-9	101-8	100-8	92-3	38-79	42-44	35-90
Durable goods.....	38-4	42-2	40-2	136-1	134-6	117-1	52-26	56-80	47-07
Non-durable goods.....	38-0	41-6	39-9	116-6	113-5	100-5	44-31	47-22	40-40
Construction.....	36-3	41-5	35-0	122-1	125-3	109-7	44-32	44-58	56-04
Buildings and structures.....	32-8	41-3	33-7	135-9	135-7	118-7	44-32	44-58	56-04
Highways, bridges and street construction.....	43-9	41-3	38-3	97-3	98-9	89-8	42-71	40-85	34-39
Electric and motor transportation.....	44-9	45-2	44-7	123-4	121-2	111-0	55-41	54-78	49-62
Service.....	41-4	42-6	42-0	71-8	71-3	67-5	29-73	30-87	28-35
Hotels and restaurants.....	43-6	43-6	43-4	71-2	70-7	67-2	31-04	30-83	29-16
Laundries and dry cleaning plants.....	37-0	41-1	39-1	69-6	69-3	65-3	25-75	28-48	25-53

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.4	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Week Preceding:						
January 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951.....	41.9	124.5	52.17	174.7	154.6	113.0
January 1, 1952 (1).....	41.9*	126.8	53.13*	177.9	154.9	114.8

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100)

*Figures adjusted for holidays. The actual figures are: January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours, \$47.60; January 1, 1952, 38.2 hours, \$48.44.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: FORM U.I.C. 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1945.....	82,623	39,233	121,856	56,170	32,067	88,237
March 1, 1946.....	43,738	31,777	75,515	215,353	48,072	263,425
March 1, 1947.....	36,801	34,995	71,796	156,820	37,994	194,814
March 1, 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
March 1, 1949.....	10,187	13,544	23,731	209,866	51,898	261,764
March 1, 1950.....	9,614	11,429	21,043	300,352	75,646	375,998
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
September 1, 1951.....	43,519	15,966	59,485	79,619	47,509	127,128
October 1, 1951.....	52,438	16,170	68,608	79,975	51,003	130,978
November 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
December 1, 1951.....	29,933	9,094	39,027	138,946	69,050	207,996
January 1, 1952.....	22,229	7,735	29,964	196,528	70,053	266,581
February 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952(1).....	15,128	10,209	25,337	285,454	85,487	370,941

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
JANUARY 31, 1952**

Source: Form U.I.C. 751

Industry	Male	Female	Total	Change From	
				Dec. 27, 1951	Feb. 1, 1951
Agriculture, fishing, trapping	390	150	540	+56	+39
Logging—					
Pulpwood.....	3,256	3	3,259	— 5,695	— 7,102
Lumber.....	702	4	706	— 383	— 1,838
Other logging.....	88	.....	88	+ 3	4
Total.....	4,046	7	4,053	— 6,075	— 8,944
Mining—					
Coal.....	325	.....	325	— 101	— 228
Metallic ores—					
Iron.....	62	.....	62	+ 5	— 43
Gold.....	43	2	45	— 4	— 59
Nickel.....	65	1	66	+ 37	100
Other metallic ores and non-metallic minerals.....	87	4	91	— 4	+ 29
Prospecting and oil producing.....	91	15	106	+ 13	+ 44
Total.....	673	22	695	— 54	+ 99
Manufacturing—					
Food and kindred products (inc. tobacco).....	325	174	499	+ 180	— 44
Textiles, apparel, etc.....	277	1,268	1,545	+ 566	— 726
Lumber and finished lumber products.....	266	33	299	— 173	— 247
Pulp and paper products, (inc. printing).....	159	115	274	.....	— 89
Chemicals and allied products.....	134	95	229	+ 25	— 105
Petroleum and coal products.....	27	8	35	+ 1	— 21
Rubber products.....	31	31	62	+ 17	— 29
Leather and leather products.....	43	111	154	+ 46	— 127
Stone, clay and glass products.....	51	30	81	+ 13	— 36
Iron and steel and products.....	431	53	484	— 316	— 186
Non-ferrous metals and products.....	111	41	152	— 11	— 136
Machinery.....	454	34	488	— 119	— 225
Electrical equipment and products.....	439	61	500	+ 336	+ 22
Transportation equipment and other manufacturing.....	924	106	1,030	+ 345	— 152
Total.....	3,672	2,160	5,832	+ 910	— 2,101
Construction	1,670	44	1,714	— 311	+ 711
Transportation and storage	534	71	605	— 789	— 269
Communications, and other public utilities	157	187	344	— 45	— 96
Trade—					
Wholesale.....	456	309	765	+ 94	— 342
Retail.....	901	848	1,749	+ 189	— 344
Total.....	1,357	1,157	2,514	+ 283	— 686
Finance, insurance, real estate	722	593	1,315	+ 177	— 497
Service—					
Public.....	614	328	942	— 480	— 132
Domestic.....	27	2,038	2,065	— 53	— 182
Personal.....	571	1,682	2,253	— 106	— 78
Other service.....	527	298	825	+ 213	+ 52
Total.....	1,739	4,346	6,085	— 426	— 340
Grand Total	14,960	8,737	23,697	— 6,274	— 12,084

Preliminary—subject to revision.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT JANUARY 31, 1952**

SOURCE: Form U.I.C. 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,012	451	1,463	4,586	1,022	5,608
Clerical workers.....	1,126	2,529	3,655	8,350	15,347	23,697
Sales workers.....	1,116	522	1,638	4,886	10,966	15,852
Personal and domestic service workers..	496	3,301	3,797	18,013	15,096	33,109
Seamen.....	15	.....	15	5,200	68	5,268
Agriculture and fishing.....	459	4	463	2,448	1,183	3,631
Skilled and semiskilled workers—						
Food and kindred products (inc. tobacco).....	25	51	76	1,834	1,217	3,051
Textiles, clothing, etc.....	164	1,277	1,441	4,436	14,013	18,449
Lumber and wood products.....	3,877	.....	3,877	11,794	166	11,960
Pulp, paper (inc. printing).....	40	13	53	11,725	549	12,274
Leather and leather products.....	34	95	129	1,566	983	2,549
Stone, clay and glass products.....	8	5	13	583	116	699
Metalworking.....	1,704	10	1,714	8,559	967	9,526
Electrical.....	107	5	112	1,441	1,077	2,518
Transportation equipment.....	29	.....	29	685	112	797
Mining.....	370	.....	370	951	.....	951
Construction.....	670	.....	670	45,279	4	45,283
Transportation (except seamen).....	717	8	725	15,678	52	15,730
Communications and public utility.....	45	.....	45	477	1	478
Trade and service.....	132	104	236	2,374	1,535	3,909
Other skilled and semiskilled.....	943	38	981	12,955	2,136	15,091
Foremen.....	69	5	74	2,927	263	3,190
Apprentices.....	138	1	139	4,684	188	4,872
Total.....	9,072	1,612	10,684	117,148	23,379	140,527
Unskilled workers—						
Food and tobacco.....	25	84	109	3,411	4,899	8,310
Lumber and products.....	214	1	215	8,175	380	8,555
Metalworking.....	62	8	70	3,961	756	4,717
Construction.....	476	.....	476	25,096	.....	25,096
Other unskilled workers.....	884	224	1,108	74,540	13,915	88,455
Total.....	1,661	317	1,978	115,183	19,950	135,133
Grand Total.....	14,957	8,736	23,693	275,814	87,011	362,825

Preliminary—subject to revision.

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND
PLACEMENTS FOR THE MONTH OF JANUARY, 1952**

SOURCE: Form U.I.C. 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	308	251	199
Logging.....	1,691	1,496	1,131
Mining.....	351	297	172
Manufacturing—			
Food and kindred products (inc. tobacco).....	463	517	328
Textiles, apparel, etc.....	951	876	614
Lumber and finished lumber products.....	497	514	432
Pulp and paper products (inc. printing).....	214	222	155
Chemicals and allied products.....	216	232	156
Petroleum and coal products.....	22	25	13
Rubber products.....	87	87	72
Leather and leather products.....	179	190	133
Stone, clay and glass products.....	114	123	91
Iron and steel and products.....	362	346	269
Non-ferrous metals and products.....	173	192	132
Machinery.....	273	285	205
Electrical equipment and products.....	200	142	80
Transportation equipment and other manufacturing.....	565	491	373
Total.....	4,316	4,242	3,053
Construction.....	1,786	1,695	1,353
Transportation and storage.....	1,117	1,243	1,059
Communications, and other public utilities.....	212	233	163
Trade.....	2,059	2,354	1,439
Finance, insurance, real estate.....	373	426	188
Service.....	5,163	5,417	4,004
Grand Total.....	17,381	17,654	12,761

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS
DECEMBER 28, 1951 TO JANUARY 31, 1952; UNPLACED APPLICANTS AS AT
FEBRUARY 21, 1952.**

(Source: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 21, 1952
					Regular	Casual		
Newfoundland	275	140	6,253	332	225	9	9,486	10,926
Corner Brook.....	30	4	741	23	15	2	1,138	1,425
Grand Falls.....	31	25	668	8	2	1	936	1,256
St. John's.....	214	111	4,844	301	208	6	7,412	8,245
Prince Edward Island	500	145	1,839	514	190	238	2,642	2,819
Charlottetown.....	278	133	1,098	255	138	73	1,644	1,762
Summerside.....	222	12	741	259	52	165	998	1,057
Nova Scotia	4,228	955	12,986	4,585	2,206	1,481	17,008	17,792
Amherst.....	134	.....	370	138	119	15	611	590
Bridgewater.....	52	17	510	75	12	24	902	867
Halifax.....	2,224	750	4,444	2,313	900	989	3,743	3,756
Inverness.....	20	.....	460	14	14	.....	730	735
Kentville.....	61	59	1,056	90	34	4	1,692	1,900
Liverpool.....	27	10	181	15	10	5	371	380
New Glasgow.....	638	32	1,491	734	387	231	2,005	2,293
Springhill.....	34	.....	167	35	24	.....	322	333
Sydney.....	884	41	2,547	964	644	196	3,695	3,868
Truro.....	122	36	637	177	43	13	858	760
Yarmouth-Shelburne.....	32	10	1,123	30	19	4	2,079	2,310
New Brunswick	3,570	949	11,155	3,618	1,654	1,336	13,403	14,331
Bathurst.....	76	8	953	100	67	7	1,596	1,954
Campbellton.....	262	135	647	126	25	66	924	1,066
Edmundston.....	216	7	522	176	103	25	651	840
Fredericton.....	238	89	709	212	122	45	740	796
Minto.....	108	71	374	139	76	7	449	441
Moncton.....	1,438	235	4,436	1,738	512	1,003	4,714	4,631
Newcastle.....	73	4	578	76	47	20	970	1,256
Saint John.....	857	297	1,784	823	568	117	1,728	1,664
St. Stephen.....	154	77	635	116	49	27	876	867
Sussex.....	114	21	212	82	65	12	274	250
Woodstock.....	34	5	305	30	20	7	481	566
Quebec	27,427	8,581	73,580	27,155	17,609	1,787	105,225	111,507
Asbestos.....	166	63	300	151	136	.....	457	522
Beauharnois.....	90	8	431	80	50	1	771	757
Buckingham.....	126	3	482	166	83	30	664	746
Causapscal.....	182	131	310	146	89	11	382	529
Chandler.....	88	98	822	510	59	.....	979	1,082
Chicoutimi.....	527	324	821	298	180	25	596	776
Dolbeau.....	373	327	183	82	58	.....	139	205
Drummondville.....	190	18	899	164	124	3	2,058	2,247
Farnham.....	33	8	284	27	24	.....	728	820
Gaspé.....	60	69	400	103	30	.....	590	644
Granby.....	186	23	741	251	143	19	1,748	1,750
Hull.....	397	83	1,664	431	389	11	2,490	2,661
Joliette.....	566	135	1,383	603	405	20	1,753	1,935
Jonquière.....	427	173	986	542	204	42	894	988
Lachute.....	155	12	391	154	127	10	580	557
La Malbaie.....	79	22	663	124	45	26	1,310	1,803
La Tuque.....	716	540	888	265	405	.....	363	468
Levis.....	730	317	1,340	553	392	78	2,024	2,101
Maniwaki.....	156	2	87	4	13	.....	76	122
Matane.....	966	372	518	228	199	1	683	947
Mégantic.....	505	29	842	417	405	.....	508	587
Mont-Laurier.....	72	21	175	75	36	.....	185	274
Montmagny.....	495	28	295	451	417	9	941	947
Montreal.....	11,733	2,580	30,233	11,568	7,599	653	41,685	42,778
New Richmond.....	480	69	864	556	475	.....	654	798
Port Alfred.....	217	54	339	132	126	.....	544	678
Quebec.....	1,571	575	7,801	2,619	915	275	11,872	11,865
Rimouski.....	154	581	778	174	157	.....	1,368	1,498
Rivière du Loup.....	193	34	1,014	193	189	54	1,472	1,746
Roberval.....	25	305	121	35	8	.....	155	173
Rouyn.....	230	69	776	332	137	41	727	902
Ste. Agathe.....	122	5	388	107	109	10	512	662
Ste. Anne de Bellevue.....	66	11	472	67	52	3	838	897
Ste. Therese.....	155	11	688	171	139	.....	1,368	1,468
St. Georges de Beauce.....	382	289	810	366	266	.....	997	1,208
St. Hyacinthe.....	389	124	1,225	389	317	5	1,822	1,841
St. Jean.....	292	76	764	334	172	.....	1,081	1,117
St. Jerome.....	247	34	884	273	185	19	1,477	1,699
St. Joseph d'Alma.....	877	216	964	596	765	1	515	518
Shawinigan Falls.....	385	26	1,836	534	271	98	2,698	2,876
Sherbrooke.....	737	135	2,265	738	433	118	3,470	3,514
Sorel.....	197	195	705	181	101	3	1,449	1,365
Thetford Mines.....	294	25	944	353	262	21	1,014	1,026

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS
DECEMBER 28, 1951 TO JANUARY 31, 1952: UNPLACED APPLICANTS AS AT
FEBRUARY 21, 1952—Continued**

(SOURCE: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 21, 1952
					Regular	Casual		
Quebec—Con.								
Three Rivers.....	480	58	2,516	749	249	191	4,815	5,191
Val d'Or.....	506	147	806	494	414	1	471	557
Valleyfield.....	110	51	854	148	103	.....	1,949	2,201
Victoriaville.....	270	105	628	221	152	6	1,223	1,456
Ontario.....	26,967	7,050	81,998	27,108	15,386	4,401	114,132	116,712
Arnprior.....	188	18	183	138	206	1	271	284
Barrie.....	220	37	805	225	165	10	1,007	983
Belleville.....	183	61	763	188	67	60	1,024	968
Bracebridge.....	86	33	356	92	55	.....	661	698
Brampton.....	116	33	329	88	64	11	439	453
Brantford.....	499	91	1,411	504	365	49	2,131	1,992
Brockville.....	105	13	300	129	81	31	373	428
Carleton Place.....	13	5	158	11	11	.....	417	457
Chatham.....	163	44	1,186	209	92	22	2,061	1,988
Cobourg.....	119	6	396	139	101	14	622	648
Collingwood.....	208	16	472	214	169	35	620	645
Cornwall.....	391	67	1,582	350	277	36	2,523	2,680
Fort Erie.....	88	27	129	44	42	.....	205	214
Fort Frances.....	233	127	220	134	94	9	220	231
Fort William.....	394	52	1,059	404	327	27	1,117	1,211
Galt.....	178	42	631	151	125	15	1,183	1,092
Gananoque.....	56	2	173	59	25	30	246	231
Goderich.....	48	26	263	49	30	1	365	352
Guelph.....	288	56	762	287	64	113	1,561	1,606
Hamilton.....	2,787	639	8,101	3,109	811	1,353	9,359	9,035
Hawkesbury.....	63	89	474	63	49	4	865	890
Ingersoll.....	161	19	319	182	143	2	432	444
Kapuskasing.....	294	59	343	259	193	4	127	133
Kenora.....	113	17	217	137	76	5	281	321
Kingston.....	552	117	1,225	616	415	68	1,133	1,092
Kirkland Lake.....	458	118	727	289	276	15	605	573
Kitchener-Waterloo.....	396	112	1,187	488	283	37	2,401	2,362
Leamington.....	87	20	345	95	71	1	865	777
Lindsay.....	93	24	413	86	70	8	573	557
Listowel.....	22	14	185	23	9	1	287	375
London.....	1,153	519	3,610	1,220	563	215	4,036	3,785
Midland.....	139	35	607	140	75	25	1,086	962
Napanee.....	50	4	271	44	41	.....	525	604
New Toronto.....	392	41	1,539	418	302	33	2,187	2,182
Niagara Falls.....	353	46	1,186	388	243	45	1,407	1,500
North Bay.....	627	63	1,169	846	387	170	725	804
Orillia.....	134	26	587	154	91	21	912	901
Oshawa.....	385	85	1,846	337	190	88	3,038	3,015
Ottawa.....	1,725	576	3,514	1,649	843	303	3,600	3,923
Owen Sound.....	307	11	929	341	260	40	1,660	1,659
Parry Sound.....	35	.....	283	35	32	.....	435	432
Pembroke.....	240	55	683	203	172	13	762	740
Perth.....	74	51	238	78	38	13	350	407
Peterborough.....	186	19	1,341	199	122	14	2,140	2,243
Pictou.....	17	1	263	13	17	.....	493	463
Port Arthur.....	579	148	1,637	525	483	9	1,431	1,549
Port Colborne.....	73	24	334	70	43	2	581	585
Prescott.....	91	16	386	100	86	.....	511	531
Renfrew.....	65	4	320	71	65	4	463	474
St. Catharines.....	481	79	1,708	440	258	80	2,569	2,599
St. Thomas.....	214	21	910	413	164	69	765	729
Sarnia.....	239	43	917	356	186	18	1,377	1,417
Sault Ste. Marie.....	252	53	857	353	181	28	853	899
Simcoe.....	47	16	414	65	25	3	664	804
Sioux Lookout.....	128	9	212	159	116	4	84	91
Smiths Falls.....	76	17	265	78	41	24	324	385
Stratford.....	189	28	496	210	100	61	705	762
Sturgeon Falls.....	173	3	359	179	163	5	310	346
Sudbury.....	732	128	2,146	778	377	138	1,846	2,107
Timmins.....	516	93	978	620	371	50	772	957
Toronto.....	7,030	2,311	21,898	6,053	3,575	762	30,589	32,518
Trenton.....	117	17	558	131	103	.....	829	857
Walkerton.....	38	26	372	48	16	.....	607	618
Wallaceburg.....	89	2	514	94	85	.....	994	1,063
Welland.....	301	52	1,242	314	248	3	1,917	1,756
Weston.....	164	189	722	159	106	.....	907	967
Windsor.....	870	207	4,647	971	423	185	7,225	6,816
Woodstock.....	84	45	323	61	39	14	470	542

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS
DECEMBER 28, 1951 TO JANUARY 31, 1952; UNPLACED APPLICANTS AS AT
FEBRUARY 21, 1952—Continued**

(SOURCE: UIC 751)

Office	Vacancies		Registered during period	Referred to vacancies	Applicants		Unplaced end of period	Unplaced as at Feb. 21, 1952
	Reported during period	Unfilled end of period			Placements			
					Regular	Casual		
Manitoba	5,244	1,811	14,559	5,095	2,223	1,406	18,032	18,294
Brandon.....	367	211	896	361	202	78	1,054	1,113
Dauphin.....	112	29	446	68	39	7	611	663
Flin Flon.....	168	91	146	100	93	10	130	143
Portage la Prairie.....	142	49	579	130	90	9	820	805
The Pas.....	96	75	144	94	100	.....	74	80
Winnipeg.....	4,359	1,356	12,348	4,342	1,699	1,302	15,343	15,417
Saskatchewan	2,665	820	8,661	2,723	1,410	519	11,100	11,393
Estevan.....	78	13	191	112	61	3	251	286
Moose Jaw.....	307	108	1,123	322	190	59	1,121	1,136
North Battleford.....	111	53	428	94	73	.....	687	748
Prince Albert.....	227	28	821	269	176	40	1,198	1,288
Regina.....	902	210	2,484	860	443	219	2,814	2,754
Saskatoon.....	701	208	2,103	783	296	169	2,769	2,799
Swift Current.....	61	34	488	55	44	.....	737	777
*Teachers' Office.....	24	45	6	17	4	.....	5	23
Weyburn.....	105	36	240	78	52	11	263	261
Yorkton.....	149	85	777	133	71	18	1,255	1,321
Alberta	8,731	3,023	16,454	9,036	4,791	1,068	15,451	14,931
Blairmore.....	35	111	186	30	35	.....	245	256
Calgary.....	3,005	528	5,891	3,747	1,865	509	5,122	4,832
Drumheller.....	66	6	162	73	63	.....	197	187
Edmonton.....	4,326	1,891	7,333	4,209	1,877	508	6,743	6,524
Edson.....	675	147	520	480	621	.....	103	114
Lethbridge.....	313	207	1,406	224	151	34	1,934	1,981
Medicine Hat.....	156	41	506	181	118	3	596	559
Red Deer.....	124	66	425	91	51	14	485	458
Yellowknife.....	31	26	25	1	10	.....	26	20
British Columbia	7,299	1,697	41,648	8,106	4,648	1,220	57,909	52,726
Chilliwack.....	110	18	1,305	163	66	26	2,642	2,317
Courtenay.....	139	58	1,036	142	112	2	1,560	1,287
Cranbrook.....	36	9	441	47	19	4	567	590
Dawson Creek.....	175	22	275	166	177	.....	178	196
Duncan.....	103	11	1,450	117	84	6	1,669	1,506
Kamloops.....	110	17	624	97	96	.....	760	781
Kelowna.....	127	9	522	129	98	22	1,279	1,393
Nanaimo.....	340	24	1,989	347	190	109	2,421	1,650
Nelson.....	180	27	793	187	116	35	1,126	1,146
New Westminster.....	469	64	4,963	528	289	132	7,838	6,994
Penticton.....	103	5	670	117	29	72	1,652	1,574
Port Alberni.....	192	14	864	200	156	15	907	518
Prince George.....	608	77	1,067	639	473	55	632	737
Prince Rupert.....	313	28	720	336	299	.....	1,012	897
Princeton.....	16	.....	118	19	16	.....	180	175
Trail.....	99	23	600	81	48	12	787	886
Vancouver.....	3,173	994	20,472	3,798	1,775	604	27,675	25,336
Vernon.....	111	27	838	92	74	2	1,441	1,454
Victoria.....	720	234	2,721	762	403	122	3,456	3,120
Whitehorse.....	175	36	180	139	128	2	127	169
Canada	86,906	25,171	272,133	88,272	50,342	13,465	364,388	371,431
Males.....	55,790	16,255	201,503	54,661	33,882	8,390	276,754	284,796
Females.....	31,116	8,916	70,630	33,611	16,460	5,075	87,634	86,635

*Statistics for Province of Saskatchewan.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES 1942-1952**

(SOURCE: Form U.I.C. 751)

Year	Applications			Placements		
	Male	Female	Total	Female	Male	Total
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,533,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	220,473	850,412
1947.....	1,189,646	439,577	1,629,223	549,376	214,424	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	219,816	684,179
1949.....	1,295,690	494,956	1,790,646	559,882	230,920	790,802
1950.....	1,500,763	575,813	2,076,576	655,933	262,305	918,238
1951.....	1,541,208	623,467	2,164,675	42,272	21,535	63,807
1952 (5 weeks).....	201,503	70,630	272,133	.....	.....	.....

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of January, 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	2,639	2,584	69,420	194,563
Prince Edward Island.....	1,397	979	28,953	70,444
Nova Scotia.....	7,814	6,190	201,744	529,462
New Brunswick.....	6,255	5,047	155,427	406,694
Quebec.....	66,809	48,151	1,623,950	4,190,350
Ontario.....	73,466	48,502	1,626,633	4,304,813
Manitoba.....	11,208	7,203	257,330	681,081
Saskatchewan.....	5,972	4,224	132,472	354,003
Alberta.....	8,445	5,798	180,363	502,131
British Columbia.....	32,877	25,616	760,679	2,200,376
Total, Canada, Jan., 1952.....	216,882	154,294	5,036,971	13,433,917
Total, Canada, Dec., 1951.....	152,269	87,739	2,680,987	6,923,194
Total, Canada, Jan., 1951.....	149,816	104,667	3,788,241	9,367,276

*Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF JANUARY 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	8,413	2,671	819	1,374	2,257	757	535
Male.....	8,138	2,574	788	1,330	2,207	732	507
Female.....	275	97	31	44	50	25	28
Prince Edward Island.....	2,274	357	260	545	690	262	160
Male.....	1,919	293	227	456	617	221	105
Female.....	355	64	33	89	73	41	55
Nova Scotia.....	15,738	3,328	1,951	3,394	4,011	1,529	1,525
Male.....	13,659	2,925	1,708	2,975	3,532	1,318	1,198
Female.....	2,079	400	243	419	479	211	327
New Brunswick.....	12,896	2,378	1,459	2,880	3,511	1,612	1,056
Male.....	10,337	1,989	1,174	2,230	2,962	1,306	676
Female.....	2,559	389	285	650	549	306	380
Quebec.....	111,339	22,102	13,161	20,964	27,588	13,961	13,563
Male.....	81,727	17,287	9,921	15,505	21,170	9,873	7,971
Female.....	29,612	4,815	3,240	5,459	6,418	4,088	5,592
Ontario.....	115,241	26,024	14,582	24,671	26,332	12,105	11,527
Male.....	83,033	19,536	10,243	18,234	19,898	8,457	6,665
Female.....	32,208	6,488	4,339	6,437	6,434	3,648	4,862
Manitoba.....	16,665	3,320	1,540	2,942	4,361	2,262	2,240
Male.....	12,364	2,279	1,083	2,118	3,544	1,838	1,502
Female.....	4,301	1,041	457	824	817	424	738
Saskatchewan.....	9,465	1,832	968	2,145	2,619	1,230	671
Male.....	7,767	1,465	772	1,730	2,292	1,049	459
Female.....	1,698	367	196	415	327	181	212
Alberta.....	13,441	3,869	1,455	2,648	3,071	1,255	1,143
Male.....	11,096	3,193	1,187	2,133	2,702	1,056	825
Female.....	2,345	676	268	515	369	199	318
British Columbia.....	52,619	10,677	5,949	10,750	14,346	5,943	4,954
Male.....	43,794	8,968	5,104	8,899	12,431	4,685	3,707
Female.....	8,825	1,709	845	1,851	1,915	1,258	1,247
TOTAL.....	358,091	76,558	42,144	72,313	88,786	40,916	37,374
MALE.....	273,834	60,512	32,207	55,610	71,355	30,535	25,615
FEMALE.....	84,257	16,046	9,937	16,703	17,431	10,381	13,759

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
JANUARY 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,294	5,618	676	5,404	3,517	1,887	2,079
Prince Edward Island.....	1,477	1,229	248	1,644	1,181	463	247
Nova Scotia.....	10,401	8,250	2,151	10,818	7,460	3,358	2,180
New Brunswick.....	7,683	6,170	1,513	8,085	5,682	2,403	1,675
Quebec.....	60,888	46,396	14,492	64,450	48,094	16,356	16,251
Ontario.....	67,339	51,368	15,971	75,342	54,214	21,128	15,591
Manitoba.....	9,814	7,730	2,084	10,799	7,586	3,213	1,365
Saskatchewan.....	6,250	5,194	1,056	6,675	4,362	2,313	1,007
Alberta.....	9,004	7,167	1,837	9,052	6,622	2,430	2,181
British Columbia.....	33,143	23,662	9,481	34,502	27,041	7,461	5,625
Total Canada, January, 1952.....	212,293 ¹	162,834	49,459	226,771 ²	165,759	61,012	48,201
Total Canada, December, 1951.....	175,040	120,434	54,606	148,219	116,637	31,582	62,679
Total Canada, January, 1951.....	172,269	130,207	42,062	183,219	130,129	53,090	38,468

¹ In addition, revised claims received numbered 19,791. ² In addition, 18,851 revised claims were adjudicated. Of these, 1,472 were special requests not granted, and 911 were appeals by claimants. There were 2,477 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS
DISALLOWED AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of January, 1952 ¹	Month of December 1951	Month of January, 1951
Claims Disallowed—			
Regular.....	45,842	19,713	41,410
Supplementary Benefit.....	13,857	3,917	11,958
Claimants Disqualified			
Not unemployed.....	5,746	4,388	5,104
Not capable of and not available for work.....	1,410	983	1,186
Loss of work due to a labour dispute.....	2,929	1,580	16
Refused offer of work and neglected opportunity to work.....	841	616	1,071
Discharged for misconduct.....	853	644	905
Voluntarily left employment without just cause.....	5,200	4,639	5,544
Other reasons ²	2,904	1,991	3,152
Total.....	79,582	38,471	70,346

¹ Includes 3,642 revised claims, disqualified.

² These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION
UNDER THE UNEMPLOYMENT INSURANCE ACT¹**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ²
1950—December.....	2,912,000	2,787,200	124,800
1951—January.....	2,941,000	2,750,900	190,100 ³
February.....	2,962,000	2,714,400	247,600 ³
March.....	2,972,000	2,728,200	243,800 ³
April.....	2,989,000	2,804,200	184,800
May.....	2,971,000	2,834,200	136,800
June.....	2,998,000	2,909,100	88,900
July.....	3,051,000	2,964,500	86,500
August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,006,200	99,800
December.....	3,170,000	3,016,300	153,700

¹ Revised figures.

² Ordinary claimants on the live unemployment register on the last working day of the preceding month.

³ Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO JANUARY 31, 1952
SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)			RECEIPTS		DISBURSEMENTS			
	Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	BENEFIT PAYMENTS			Balance in fund
						Ordinary	Supplementary	Total	
1942.....	\$ 36,435,609 05	\$ 7,287,121 81	\$	\$ 269,268 74	\$ 43,991,999 60	\$ 27,752 92	\$	\$ 27,752 92	\$ 43,964,246 68
1943.....	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	208,034,459 86
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,917,020 32	.....	34,917,020 32	447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	84,006,136 21	818,065 89	85,824,202 13	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	31,656 50	15,330,817 06	171,945,945 56	83,082,101 75	6,930,439 51	90,012,541 29	664,589,376 79
April.....	12,766,464 04	2,554,175 40	2,940 50	1,385,726 42	16,719,306 36	7,835,188 13	703,592 27	8,538,780 40	672,760,902 75
May.....	12,813,439 84	2,565,469 04	2,920 00	1,473,147 56	16,854,976 44	5,655,192 59	17,490 63	5,672,683 22	683,943,195 97
June.....	11,676,138 56	2,335,280 26	3,865 86	1,441,946 24	15,456,630 92	3,509,335 48	5,222 50	3,514,557 98	695,885,268 91
July.....	12,160,180 78	2,429,023 02	2,310 18	1,636,114 72	16,227,628 70	3,423,587 51	277 50	3,423,865 01	708,689,032 60
August.....	16,250,200 38	3,250,330 55	1,529 29	1,444,871 98	20,946,929 20	3,669,971 60	998 70	3,670,940 30	725,965,021 50
September.....	12,571,402 73	2,514,429 84	1,669 80	1,550,536 36	16,638,038 73	3,453,730 53	1,740 50	3,455,471 03	739,147,589 20
October.....	12,209,022 36	2,443,216 70	5,290 00	1,601,462 43	16,258,951 49	3,896,155 78	cr.531 55	3,895,624 23	751,510,916 46
November.....	13,654,777 67	2,729,876 91	3,439 12	1,631,900 98	18,019,994 68	5,103,844 61	cr.69 30	5,103,775 31	764,427,135 83
December.....	11,842,689 18	2,402,986 90	2,323 16	1,717,421 53	15,965,420 77	6,920,010 73	cr.132.45	6,919,878 28	773,472,678 32
January.....	*12,436,899 05	2,490,978 03	3,845 43	1,736,241 25	16,667,963 76	13,128,044 02	578,487 57	14,006,531 59	776,134,110 49
Sub-Total.....	128,381,214 50	25,715,766 65	30,090 31	15,628,769 47	169,755,841 05	56,895,060 98	1,307,046 37	58,202,107 35	776,134,110 49
Total.....	901,911,795 31	1182,218,723 41	106,286 83	93,249,413 18	1,777,486,218 73	392,266,556 44	9,055,551 80	401,332,108 24	776,134,110 49

* Stamps \$5,069,290.56 Meier \$1,424,483.98 Bulk \$5,732,754.73 Arm. Serv. \$204,705.24 Spn. Force \$5,664.64 Total \$12,436,899.05

† Includes Government refunds to Supplementary Benefit classes 3 and 4 \$1,829,013.00

‡ Includes overpayment by P. O. of \$4,900.00

**TABLE E-7.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT,
FROM FEBRUARY, 1942**

(THIS TABLE APPEARS QUARTERLY; MARCH, JUNE,
SEPTEMBER AND DECEMBER)

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, JANUARY 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only				Persons Com- mencing benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Con- sidered	Entitled to Benefit		Not Entitled to Benefit			
		Class 1	Class 2				
Newfoundland.....	1,432	217	351	538	334	3,987	8,333
Prince Edward Island.....	430	103	114	149	131	1,579	2,879
Nova Scotia.....	2,877	1,054	745	812	1,249	15,139	29,437
New Brunswick.....	1,978	619	594	607	815	9,006	16,500
Quebec.....	12,538	5,229	3,168	3,703	6,255	63,616	121,505
Ontario.....	13,886	5,017	4,597	4,759	7,218	88,312	178,161
Manitoba.....	2,603	949	712	912	1,652	21,525	43,436
Saskatchewan.....	1,902	568	505	751	890	10,528	21,298
Alberta.....	1,918	586	587	691	924	11,177	23,910
British Columbia.....	6,078	2,294	1,662	1,995	3,534	44,114	98,048
Total January, 1952 ¹	45,642	16,636	13,035	14,917	23,002 ³	268,983	543,507
Total January, 1951 ²	41,642	15,802	10,969	13,314	19,456	240,012	462,161

¹ There were, in addition, 372 renewal claims. ² For 1951, an additional 191 claimants were entitled under classes 3 and 4. ³ Include 15 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and ¹ Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index including rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1952

(AUGUST 1939=100)

Source: Dominion Bureau of Statistics.

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	Feb. 1, 1951	Jan. 2, 1952	Feb. 1, 1952						
St. John's, Nfld (1).....	103.9	103.7	105.0	101.2	107.0	105.4	103.0	101.2	
Halifax.....	162.3	179.3	178.2	239.1	124.9	144.5	227.8	183.4	136.8
Saint John.....	171.2	188.0	187.5	240.3	126.1	140.9	234.5	193.8	152.6
Montreal.....	180.6	198.1	197.1	265.8	147.4	145.0	199.7	204.6	142.0
Toronto.....	171.5	187.1	186.0	236.6	149.6	172.5	213.0	194.8	144.8
Winnipeg.....	170.1	183.7	183.4	249.3	132.9	128.2	208.8	201.7	139.5
Saskatoon.....	172.6	187.0	187.1	250.6	132.3	151.7	222.1	207.0	134.2
Edmonton.....	169.0	183.4	183.2	254.0	124.0	121.8	223.2	194.4	140.2
Vancouver.....	175.8	193.6	192.5	255.6	131.9	170.8	226.5	194.4	147.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1)—St. John's Index on the base June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Source: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1945	Feb. 1949	Feb. 1950	Feb. 1951	Jan. 1952	Feb. 1952	Price Feb. 1952
Beef, sirloin steak.....	lb.	120.7	154.8	249.5	255.9	331.8	381.3	376.7	105.9
Beef, round steak.....	lb.	125.7	167.9	278.9	285.2	369.4	425.5	420.5	100.5
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	280.9	287.8	367.3	417.2	412.4	95.0
Beef, blade roast, blade removed.....	lb.	132.7	162.3	301.3	306.7	414.1	485.7	480.8	77.9
Beef, stewing, boneless.....	lb.	136.7	168.3	334.6	345.4	471.2	562.0	559.1	76.3
Veal, front roll, boneless.....	lb.	139.3	174.0	316.6	324.7	415.8	494.7	493.0	85.6
Lamb, leg roast.....	lb.	109.9	152.8	245.4	258.8	290.7	337.9	339.6	97.0
Pork, fresh loin, centre cut.....	lb.	125.3	143.8	226.2	224.4	250.5	242.9	232.4	61.6
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	253.6	233.5	285.8	283.2	274.3	52.1
Bacon, side, fancy, sliced, rind off.....	lb.	132.3	142.5	230.2	222.5	215.5	215.2	209.4	79.2
Lard, pure, package.....	lb.	151.3	159.6	281.6	192.8	267.5	238.8	218.1	24.3
Shortening, package.....	lb.	134.7	137.5	264.6	212.5	250.7	243.8	239.0	34.6
Eggs, grade "A", large, carton.....	doz.	156.4	181.3	175.4	150.4	179.8	189.7	169.2	52.9
Milk.....	qt.	111.0	95.4	162.4	166.1	175.2	190.8	190.8	20.8
Butter, creamery, prints.....	lb.	140.5	148.0	267.4	239.9	237.0	264.9	268.6	73.1
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	230.5	226.0	237.9	259.6	262.5	35.2
Bread, plain, white, wrapped.....	lb.	106.5	106.3	152.4	165.1	180.8	191.8	191.8	12.2
Flour, all purpose.....	lb.	127.3	124.2	187.9	221.2	224.2	230.2	230.2	7.7
Rolled oats, package.....	lb.	112.0	114.0	153.6	164.5	193.2	199.2	199.2	13.2
Corn flakes, 8 oz.....	pkg.	101.1	100.0	162.0	163.0	172.8	191.1	192.1	17.9
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	217.9	180.2	200.9	279.9	285.5	30.7
Peas, 20 oz.....	tin	117.5	121.7	150.0	146.6	150.1	167.3	167.3	21.4
Corn, cream, choice, 20 oz.....	tin	128.3	132.7	185.8	175.0	175.7	189.2	191.1	21.1
Beans, dry.....	lb.	129.4	133.3	272.5	245.0	283.3	299.3	299.3	14.9
Onions, cooking.....	lb.	108.2	126.5	126.5	175.4	120.9	185.1	209.6	11.1
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	143.1	153.2	128.9	269.0	279.6	62.9
Prunes, bulk or in bag.....	lb.	115.8	120.2	180.7	198.2	237.2	250.3	247.7	28.5
Raisins, seedless bulk or in bag.....	lb.	104.0	108.6	127.2	129.2	146.7	176.5	175.2	26.4
Oranges, California.....	doz.	132.5	154.3	136.5	159.7	154.3	147.8	148.9	41.1
Lemons.....	$\frac{1}{2}$ doz.	111.3	148.6	139.1	170.5	169.2	179.0	180.8	29.5
Jam, strawberry, 16 oz.....	jar	111.3	115.1	149.8	145.5	163.8	167.7	167.7	29.5
Peaches, 15 oz.....	tin	101.5	106.1	145.2	140.6	148.8	155.3	155.3	23.6
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	145.1	140.7	150.3	159.1	159.1	21.7
Corn Syrup, 2 lb.....	tin	138.0	157.7	183.4	176.9	192.7	208.3	209.4	36.3
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	150.8	164.8	191.7	204.2	202.7	13.0
Sugar, yellow, in branded package.....	lb.	131.3	134.9	155.6	169.8	199.6	213.6	213.6	13.8
Coffee, medium quality, in bag.....	lb.	141.6	131.7	187.6	256.4	302.8	314.7	314.7	108.6
Tea, black $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	175.5	177.2	182.3	186.5	186.8	54.3

* Descriptions and units of sale apply to February 1952 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast), per lb.	Fresh Shoulder, hock- off, per lb.	Bacon, side, fancy, sliced, rind off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—			b							e
1—St. John's.....	121.5		90.4	76.6				80.8	78.1	81.0
P.E.I.—			a	a	a					
2—Charlottetown.....	107.5	95.0	85.5	73.5	67.0			58.4	53.8	
Nova Scotia—			a	a					a	
3—Halifax.....	111.9	104.9	93.8	78.5	81.2		91.5	61.9	51.9	82.6
4—Sydney.....	108.6	99.1	86.7	79.8	78.0		87.3	65.0	51.2	81.4
New Brunswick—			a							
5—Moncton.....	108.7	99.4	94.2	77.0	74.6			61.6	52.8	77.3
6—Saint John.....	109.4	99.4	92.4	77.2	77.1		90.1	66.5	54.9	85.4
Quebec—										
7—Chicoutimi.....	130.4	122.8		77.8	69.8		107.0	63.0	58.0	81.7
8—Montreal.....	114.6	108.6	100.2	76.6	74.4	85.8	97.7	60.1	50.4	72.9
9—Quebec.....	105.3	101.2	88.2	69.8	66.9	90.6	96.1	52.2	44.6	73.9
10—Sherbrooke.....	107.7	106.6	93.9	73.1	72.6	88.4	96.5	63.1	53.0	81.7
11—Sorel.....	106.4	103.1	87.6	74.2	63.4	90.0	99.7	59.0	49.3	75.3
12—Three Rivers.....	120.0	105.3	87.8	69.9	64.5			57.5	48.9	80.7
Ontario—										
13—Cornwall.....	95.3	94.7	95.7	74.3	76.4			60.5	52.9	74.5
14—Fort William.....	104.4	100.4	92.6	81.2	82.4			61.8		77.3
15—Hamilton.....	105.5	101.5	99.5	82.6	80.6	84.2	99.8	63.2	46.8	76.3
16—London.....	102.4	100.7	95.5	81.2	78.2		99.6	62.8	47.5	78.1
17—North Bay.....	99.0	98.3	94.0	77.5	76.7		96.8	64.9	53.2	80.0
18—Ottawa.....	108.1	102.8	100.1	82.8	80.8		98.7	62.5	50.1	74.2
19—Sault Ste. Marie.....	104.5	103.9	89.0	78.6	81.5			65.8	54.1	75.9
20—Sudbury.....	95.9	95.1	86.4	76.3	78.3	79.3		59.9	56.6	73.3
21—Timmins.....	105.9	103.6	96.1	81.1	79.1	87.8	97.0	61.3	51.0	78.2
22—Toronto.....	105.3	100.4	101.6	82.9	78.0	83.5	94.4	61.8	45.5	73.7
23—Windsor.....	98.9	96.4	93.4	79.3	81.1		91.4	63.5	49.1	74.9
Manitoba—										
24—Brandon.....	103.8	96.5	101.3		73.5			55.0		77.6
25—Winnipeg.....	104.8	99.0	99.4	79.2	78.6	80.0	92.9	57.5	53.5	76.5
Saskatchewan—			a	a	a					
26—Moose Jaw.....	97.7	85.8	92.0	78.4	76.8	76.7	98.2	64.3	50.7	78.2
27—Regina.....	97.8	93.8	93.1	77.8	76.6	86.5	95.0	58.0	51.8	81.8
28—Saskatoon.....	96.6	93.0	92.0	75.1	79.2			55.8	52.1	77.1
Alberta—									d	
29—Calgary.....	100.8	96.1	100.2	82.7	75.7	94.8	101.4	60.6	56.6	81.9
30—Drumheller.....	93.6	94.0	91.3	76.6	71.6			62.5	53.2	82.6
31—Edmonton.....	98.0	92.4	94.3	69.7	73.5	84.8		56.7	48.2	82.8
British Columbia—			a	a						
32—Prince Rupert.....	113.3	106.7	101.7	80.0	80.0		110.0	68.3	65.0	94.2
33—Trail.....	113.4	105.9	105.4	82.2	81.8		108.0	69.0	62.3	91.6
34—Vancouver.....	114.1	100.6	106.1	85.2	82.6	88.2	99.5	68.0	55.3	86.9
35—Victoria.....	117.5	107.8	107.8	80.8	85.5	90.0	105.4	68.6	54.4	88.5

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....	.....	38-9	71-8 g	32-0	.....	35-3	11-3	8-7	15-6	20-1
P.E.I.—										
2—Charlottetown.....	25-0	35-4	50-6	17-0	75-8	36-9	11-3	8-2	12-2	18-8
Nova Scotia—										
3—Halifax.....	25-0	34-5	51-6 g	20-5	76-6	36-0	12-0	8-2	14-5	18-4
4—Sydney.....	23-9	33-9	56-3	22-0	78-2	37-3	12-8	8-4	13-7	19-0
New Brunswick—										
5—Moncton.....	24-7	34-3	52-5 g	20-0	75-8	35-2	12-0	8-4	14-2	18-4
6—Saint John.....	26-4	35-1	56-7 g	21-0	77-0	36-1	12-7	8-2	13-9	18-5
Quebec—										
7—Chicoutimi.....	27-0	37-8	56-8	20-0	72-4	37-0	13-6	8-4	.....	19-0
8—Montreal.....	23-2	34-3	54-8	20-0	71-3	34-7	12-0	7-4	13-2	17-2
9—Quebec.....	23-3	35-0	55-4	19-0	72-1	35-4	11-5	7-5	13-7	17-7
10—Sherbrooke.....	28-8	34-8	58-7 g	20-0	71-6	34-8	11-6	8-0	13-4	18-2
11—Sorel.....	22-2	34-1	53-3	19-0	71-0	33-7	12-0	7-7	13-8	17-4
12—Three Rivers.....	24-1	33-5	55-2	19-0	70-5	34-5	10-7	7-5	13-9	17-3
Ontario—										
13—Cornwall.....	22-1	33-3	53-5 g	19-0	72-5	34-9	10-7	7-5	13-5	17-9
14—Fort William.....	22-6	32-7	54-7 g	23-0	70-8	36-6	12-7	7-3	12-6	18-3
15—Hamilton.....	24-4	34-3	52-2 g	22-0	73-1	34-4	11-3	7-7	13-5	17-0
16—London.....	25-3	34-0	49-3 g	21-0	73-1	34-0	11-3	7-8	13-4	17-4
17—North Bay.....	26-2	34-1	54-2 g	22-0	73-4	34-3	12-0	7-9	14-5	18-2
18—Ottawa.....	23-8	35-0	54-0 g	22-0	74-0	35-3	12-0	7-8	13-6	17-1
19—Sault Ste. Marie.....	27-4	34-3	57-0 g	23-0	73-9	34-6	13-3	7-8	13-6	18-2
20—Sudbury.....	25-5	34-0	55-6 g	23-0	74-1	34-1	12-0	8-0	13-8	18-0
21—Timmins.....	25-0	33-9	54-0 g	25-0	73-6	34-5	12-0	8-0	13-1	18-2
22—Toronto.....	24-5	33-5	52-7 g	22-0	72-8	33-8	11-3	7-6	12-7	17-3
23—Windsor.....	24-5	34-4	51-3	21-0	73-4	34-1	11-3	8-1	13-7	17-1
Manitoba—										
24—Brandon.....	22-4	34-3	48-3	19-0	71-7	35-2	12-4	7-5	13-0	17-6
25—Winnipeg.....	21-1	31-8	50-3	20-0	70-8	35-2	14-0	7-1	12-4	17-6
Saskatchewan—										
26—Moose Jaw.....	22-1	34-3	46-2 g	19-7	70-8	34-7	12-8	7-2	12-3	17-8
27—Regina.....	22-6	34-2	48-1 g	20-0	70-1	36-2	12-8	7-4	12-7	18-8
28—Saskatoon.....	20-6	34-5	46-5 g	19-0	71-0	34-9	12-0	7-1	12-3	16-6
Alberta—										
29—Calgary.....	23-2	35-0	49-2 g	21-0	72-1	34-1	12-8	7-3	12-6	17-9
30—Drumheller.....	22-4	37-4	48-3 g	22-0	72-6	36-0	12-8	7-6	13-2	18-1
31—Edmonton.....	23-8	35-1	47-5 g	20-0	73-3	35-2	12-0	7-2	12-5	17-6
British Columbia—										
32—Prince Rupert.....	30-2	39-1	59-6	31-0	75-6	36-0	15-0	8-3	13-6	19-0
33—Trail.....	25-5	40-2	58-1	25-0	73-5	36-0	16-0	7-7	12-5	18-4
34—Vancouver.....	26-6	33-6	54-3	22-0	74-6	35-1	14-9	7-4	12-1	17-1
35—Victoria.....	26-0	34-4	58-9	24-0	73-8	35-4	14-9	7-7	12-3	17-7

TABLE F-4.—RETAIL PRICES OF STAPLE
SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 283's per dozen	Lemons, 300's, per 4 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 24's (28 oz.), per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	30.9	23.4	24.1	13.8	12.1	71.3	27.5	27.2	47.7	.....	63.4
P.E.I.—							k	n			
2—Charlottetown.....	29.0	21.6	22.3	15.0	11.4	48.7	28.6	29.5	46.5	34.0	56.2
Nova Scotia—											
3—Halifax.....	30.5	22.2	21.8	16.0	12.1	62.2	27.9	26.4	39.9	28.5	54.5
4—Sydney.....	32.3	21.2	22.3	14.0	11.5	60.6	30.6	28.3	40.5	32.6	56.2
New Brunswick—								k			
5—Moncton.....	29.6	20.6	20.2	14.7	12.4	57.4	27.8	25.9	43.8	31.0	54.6
6—Saint John.....	30.3	21.1	20.6	15.6	11.8	56.0	28.0	28.8	42.9	32.2	54.7
Quebec—											
7—Chicoutimi.....	29.6	22.6	21.0	.....	13.3	64.1	.....	.....	44.7	30.1	61.6
8—Montreal.....	28.0	19.2	20.2	14.9	11.6	59.3	29.8	24.5	41.4	24.9	52.4
9—Quebec.....	30.2	21.0	18.5	13.8	11.7	56.7	27.8	27.5	38.4	28.0	55.4
10—Sherbrooke.....	29.4	21.5	20.3	14.1	11.5	63.6	29.7	26.8	42.0	27.9	55.0
11—Sorel.....	27.6	19.4	19.2	13.6	11.4	59.9	27.4	23.8	41.4	29.3	50.5
12—Three Rivers.....	28.6	20.3	19.9	13.2	11.4	60.3	28.0	25.1	39.6	28.1	53.1
Ontario—							k				
13—Cornwall.....	29.1	20.4	19.4	13.1	11.1	60.9	29.8	23.8	39.0	28.6	51.3
14—Fort William.....	31.1	21.7	18.9	15.7	10.2	66.7	28.7	26.0	41.1	29.0	54.7
15—Hamilton.....	30.4	19.9	18.8	16.2	9.7	61.8	30.7	25.3	39.3	29.3	50.5
16—London.....	28.8	20.5	19.8	14.8	10.9	65.7	28.8	24.3	39.3	28.5	49.5
17—North Bay.....	29.4	22.0	.....	12.6	8.9	69.2	.....	27.0	38.1	28.2	53.6
18—Ottawa.....	30.0	21.1	19.8	13.8	10.6	62.5	28.8	26.8	39.0	27.2	49.6
19—Sault Ste. Marie.....	30.1	20.7	20.1	13.9	10.4	68.4	31.3	24.2	38.1	30.4	53.0
20—Sudbury.....	32.0	21.8	20.0	13.3	10.1	68.6	28.2	27.1	39.9	29.5	53.4
21—Timmins.....	31.6	21.8	19.8	14.4	9.9	71.1	28.8	25.5	43.2	33.8	54.7
22—Toronto.....	29.0	19.9	18.7	16.6	10.1	64.7	27.9	25.1	37.8	27.0	49.3
23—Windsor.....	25.7	20.8	20.0	14.9	9.8	68.1	29.0	23.6	39.9	28.3	52.0
Manitoba—							k				t
24—Brandon.....	32.8	23.1	21.8	16.0	11.9	61.1	29.8	30.2	45.6	26.9	70.9
25—Winnipeg.....	30.8	21.8	20.3	15.5	10.8	56.8	27.9	27.0	43.2	26.0	66.4
Saskatchewan—							k	k			
26—Moose Jaw.....	33.5	22.2	22.7	13.8	10.9	64.0	28.2	26.6	42.9	32.5	72.5
27—Regina.....	34.4	21.8	23.6	15.1	11.2	59.8	28.1	29.5	42.9	32.7	73.8
28—Saskatoon.....	31.4	22.7	23.2	16.0	12.3	51.9	29.5	28.0	45.9	35.3	70.6
Alberta—							k				t
29—Calgary.....	33.6	20.8	22.8	15.5	10.9	73.7	28.5	26.9	40.8	31.8	69.9
30—Drumheller.....	36.5	19.6	23.5	15.2	11.7	70.4	26.0	27.7	40.8	30.1	74.0
31—Edmonton.....	34.3	21.1	23.5	15.2	12.0	54.1	29.1	27.0	43.5	28.1	71.2
British Columbia—		m	m								t
32—Prince Rupert.....	33.0	20.4	20.4	16.9	10.6	74.6	28.4	26.6	43.8	26.6	70.2
33—Trail.....	33.7	21.8	.....	17.6	11.3	68.4	28.7	26.6	43.2	34.5	71.1
34—Vancouver.....	30.4	19.5	18.2	15.4	9.8	70.4	25.5	23.5	37.8	21.5	63.5
35—Victoria.....	30.3	18.6	18.9	16.6	10.3	69.8	27.4	26.0	36.9	23.0	69.1

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hook-on. (d) Including butts. (e) Local. (f) Imported.

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Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....	48.8	50.2	42.1	13.0		117.0	59.7		22.46
P.E.I.—									
2—Charlottetown.....	23.7	45.4	38.7	13.1	12.9	120.0	51.4		16.00
Nova Scotia—									
3—Halifax.....	24.1	44.9	37.2	12.0	13.0	114.8	51.8		17.75
4—Sydney.....	23.7	49.5	37.0	13.0	13.9	117.9	51.3		12.35
New Brunswick—									
5—Moncton.....	23.7	42.2	37.7	12.6	13.2	113.1	51.4		17.50
6—Saint John.....	23.0	45.4	37.4	12.4	12.9	114.1	52.6		18.44
Quebec—									
7—Chicoutimi.....		53.7	37.9	12.9	12.9	121.5	58.9	28.18	
8—Montreal.....	22.7	43.2	34.1	11.6	12.4	109.7	56.4	28.55	
9—Quebec.....	22.2	47.8	35.8	12.1	12.3	114.0	57.3	26.50	
10—Sherbrooke.....	23.1	42.1	34.8	12.0	12.6	112.1	58.8	27.75	
11—Sorel.....	21.9	44.4	34.2	11.8	11.8	111.0	55.0	25.83	
12—Three Rivers.....	23.9	43.6	35.4	12.3	12.3	111.5	56.1	27.00	
Ontario—									
13—Cornwall.....	21.7	41.0	34.4	12.4	12.6	114.3	55.8	28.75	
14—Fort William.....	22.1	41.4	37.6	13.4	14.0	105.5	54.2	26.82	
15—Hamilton.....	22.5	37.6	33.7	12.4	13.6	107.1	55.6	26.00	
16—London.....	22.5	41.0	33.9	12.6	13.4	106.7	55.6	26.50	
17—North Bay.....	23.7	39.7	35.5	13.5	14.2	118.2	56.2	28.50	
18—Ottawa.....	22.3	42.5	33.5	12.1	13.0	109.1	55.2	28.50	
19—Sault Ste. Marie.....		38.1	36.7	13.1	13.2	103.4	56.3	25.50	
20—Sudbury.....	23.7	38.0	36.4	13.2	13.5	104.2	55.4	28.25	
21—Timmins.....	23.3	42.8	36.0	13.2	14.0	107.8	55.0	31.00	
22—Toronto.....	21.5	41.5	32.8	11.8	13.0	105.4	54.9	25.25	
23—Windsor.....	22.1	41.6	33.9	12.6	13.7	103.6	55.0	26.50	
Manitoba—									
24—Brandon.....	26.7	46.9	37.8	15.1	15.8	109.4	53.7		17.65
25—Winnipeg.....	23.5	46.2	36.3	15.0	15.8	100.3	52.9		19.35
Saskatchewan—									
26—Moose Jaw.....	24.8	45.1	38.6	14.3	15.5	102.3	52.7		16.25
27—Regina.....	24.4	47.1	39.5	14.4	15.8	106.5	53.8		17.20
28—Saskatoon.....	24.4	49.2	37.1	15.0	16.0	100.2	51.3		16.50
Alberta—									
29—Calgary.....	25.4	42.9	38.3	13.6	14.7	102.0	53.0		14.00
30—Drumheller.....	26.4	44.7	40.6	14.1	15.6	105.8	53.9		
31—Edmonton.....	25.1	44.5	37.5	13.7	15.2	107.9	62.8		8.30
British Columbia—									
32—Prince Rupert.....	25.8	42.6	38.1	13.4	14.7	106.0	55.1		21.25
33—Trail.....	26.2	44.0	37.1	13.6	14.9	102.1	53.9		18.50
34—Vancouver.....	23.7	36.9	34.2	11.6	13.3	98.5	52.4		19.30
35—Victoria.....	23.1	39.6	34.3	12.5	14.1	103.9	52.8		20.42

(g) Mixed—carton and loose. (h) Evaporated milk 18-0c per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June-Aug., 1939	1938	1936-39 of 1900	1st Quarter of 1949=1000
1922	(a)	(b)		(b)	(1)				(c)			(d)	
1923	120.4	119.7		(i) 183	155				164	125	110.1		
1924	121.8	126.4		(i) 172	155				162	118	106.3		
1925	121.7	122.5		(i) 164	176				161	118	106.6		
1926	94.4	92.4		(i) 140	151				131	99	93.2		
1927	101.5	99.4		(i) 158	178	108			138	103	99.9	1029	748
1928	105.6	100.2		(i) 184	205	129			151	113	103.4	1051	782
1929	111.7	105.2		(i) 199	226	150			174	138	105.2	1111	810
1930	104.4	104.4		(i) 201	295	285			141.7	279	128.8	1270	872
1931	118.9	125.5		(i) 201	295	393			157.5	293	132.2	1273	884
1932	119.5	128.4		(i) 203	295	645			160.3	287	134.1	1270	891
1933	123.6	139.3		(i) 203	291	1030			208	279	139.7	1309	919
1934	135.5	159.2		(i) 203			4575		217	279	147.8	1392	992
1935	138.9	171.2		(i) 108	99	1632	4847	162.4	224	281	159.3	1509	1066
1936	149.1	169.1		(i) 111		1818	4915	175.9	292	278	165.6		
1937	166.8	166.8		(i) 111		1945	4849	177.7	294	284	165.6		
1938	172.5	172.5		(i) 117	101	2103	5080	191.2	312	312	165.6		
1939	181.8	181.8		(i) 182.8	103	2141	5171	194.5	312	315	166.4	1932	1121
1940	179.7	184.5		(i) 179.7	109	2215	5199	201.0	316	316	168.5		
1941	181.8	184.6		(i) 181.8	121	2291	5317	204.7	314	314	170.4		
1942	182.0	185.4		(i) 182.0	109	2291	5323	207.2	318	318	170.4		
1943	184.1	185.2		(i) 184.1	125	2283	5394	208.8	318	318	171.6	2067	1169
1944	187.6	185.5		(i) 187.6	126	2283	5392	209.5	318	318	172.2		
1945	188.9	185.5		(i) 188.9	127	2281	5373	210.6	318	319	172.1		
1946	189.8	186.6		(i) 189.8	128	2237	5371	213.3	321	321	172.3		
1947	187.4	187.4		(i) 187.4	129	2365	5386	215.7	322	322		2191	1207
1948	190.4	188.6		(i) 190.4	130	2427	5420	216.7	327	327			
1949	191.2	189.1		(i) 191.2	113	2475			170.8				
1950	191.1	189.1		(i) 191.1					171.0				
1951	191.5	189.1		(i) 191.5									
1952	190.8	189.1		(i) 190.8									

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, April, 1931=100, beginning January 1931. (f) Yearly averages for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. 1947 averages are for the first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914=100. (m) Average June-December. (n) Adjusted series.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	Jan. 1951	Dec. 1951	Jan. 1952
All Commodities	83.4	166.0	121.6	87.4	99.2	132.1	211.2	232.3	237.6	236.8
Classified According to Chief Component Material.....										
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	214.1	221.0	220.2
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	150.0	251.3	281.2	285.8	282.2
III. Fibres, Textiles and Textile Products.....	88.7	229.1	128.1	97.8	98.9	130.8	246.7	298.8	268.8	266.4
IV. Wood, Wood Products and Paper.....	72.2	123.7	130.3	87.2	107.5	154.9	258.3	284.5	295.2	294.6
V. Iron and Its Products.....	132.9	104.5	138.2	89.5	104.8	117.9	183.6	196.4	216.8	218.6
VI. Non-Ferrous Metals and Their Products.....	163.0	134.9	134.9	87.5	100.0	107.6	159.5	174.7	183.4	180.9
VII. Non-Metallic Minerals and Their Products.....	66.7	163.6	139.0	99.1	93.7	116.4	161.8	167.3	171.3	173.8
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	179.7	188.0	188.8
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	231.1	235.9	233.3
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	233.6	239.7	239.7
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	219.9	279.7	289.5	291.8
Residential Building Materials.....			112.4	89.0	102.3	148.3	242.7	269.6	289.1	291.6
Canadian Farm Products Total.....			140.8	69.3	92.6	166.4	236.7	251.0	260.2	256.5
Field.....			137.2	69.3	83.7	162.5	191.9	191.1	191.3	191.8
Animal.....			144.1	69.2	101.5	170.2	281.4	310.9	329.1	318.2

† Gold is included from 1935 to date.

* Arithmetically converted from base 1926=100.

The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA,
JANUARY-FEBRUARY, 1951-1952†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1952*						
January.....	15‡	15	5,749‡	5,749	75,220	0·08
February.....	12‡	22	12,388	13,048	47,603	0·05
Cumulative totals.....	27		18,137		122,823	0·07
1951						
January.....	18‡	18	6,255‡	6,255	16,988	0·02
February.....	16‡	20	4,760	4,944	20,103	0·02
Cumulative totals.....	34		11,015		37,091	0·02

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1952 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to February 1952				
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i> Biscuit factory workers, Vancouver, B.C.	1	95	2,100	Commenced November 10, 1951; for a new agreement providing for increased wages and other changes following reference to conciliation board; unternminated.
Cake and biscuit mix factory workers, London, Ont.	1	(3) 18	18	Commenced January 30; for a union agreement providing for increased wages and other changes; terminated February 1; return of workers pending further negotiations; indefinite.
<i>Fur, Leather and Other Animal Products—</i>				
Handbag factory workers, Montreal, P.Q.	1	15	300	Commenced August 30, 1951; for a union agreement providing for increased wages following reference to conciliation and arbitration; employment conditions no longer affected by the end of February, 1952; indefinite.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, Nicolet, P.Q.	1	30	600	Commenced September 27, 1951; for a new agreement providing for increased wages and cost-of-living escalator clause following reference to conciliation board; unternminated
Furniture factory workers, Montreal, P.Q.	1	92	1,325	Commenced January 29; for implementation of majority report of arbitration board providing for increased wages, vacations with pay, etc., in new agreement under negotiations; terminated February 19; negotiations; in favour of workers.
<i>Metal Products—</i>				
Electrical apparatus factory welders, Peterborough, Ont.	1	16	300	Commenced December 11, 1951; protesting suspension of four welders for refusal to work at rates in new classification; unternminated.
Metal factory workers, Weston, Ont.	1	309	6,000	Commenced December 14, 1951; for a new agreement providing for increased wages and reduced hours following reference to conciliation board; unternminated.
CONSTRUCTION—				
<i>Buildings and Structures—</i> Electricians and helpers, Moose Jaw, Sask.	3	7	10	Commenced January 21; for increased wages; terminated February 3; conciliation; compromise.
TRANSPORTATION—				
<i>Other Local and Highway—</i> Truck drivers and ware- housemen, Ottawa, Ont.	1	14	200	Commenced January 21; for elimination of 3-cents-per-hour differential between Ottawa and Toronto wage rates; partial return of workers; unternminated.
Taxi drivers, Edmonton, Alta.	3	64	300	Commenced January 28; for implementation of arbitration board award for increased wages and commission, nine-hour day instead of eight hours, in new agreement under negotiations; terminated by February 10; return of workers and replacement; in favour of employers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1952 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During February, 1952				
MINING—				
Coal miners, Gardiner Mines, N.S.	1	250	250	Commenced February 5; dispute over stopping place of buses; terminated February 5; negotiations: in favour of workers.
Coal miners, East Coulee, Alta.	1	70	350	Commenced February 19; protest by married men against refusal of single men to take medical con- tract; terminated February 25; return of workers pending negotia- tions; indefinite.
Coal miners, Drumheller, Alta.	1	168	168	Commenced February 26; protesting penalty deductions from drivers' pay for quitting work before end of shift; terminated February 26; return of workers pending negotia- tions; indefinite.
Coal miners, Sydney Mines, N.S.	1	735	2,200	Commenced February 26; protesting dismissal of 14 loaders who stopped work claiming low tonnage in section had reduced earnings; term- inated February 29; return of workers pending reference to um- pire; indefinite.
MANUFACTURING—				
<i>Fur, Leather and Other Animal Products—</i>				
Tannery workers, Plessisville, P.Q.	1	81	162	Commenced February 28; for a new agreement providing for increased wages and other changes following reference to arbitration; terminated February 29; negotiations; in favour of workers.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Granby, P.Q.	1	(*)310	6,200	Commenced February 4; for imple- mentation of award of arbitration board for increased wages in new agreement under negotiations; unterminated.
Hosiery factory workers, Granby, P.Q.	1	255	600	Commenced February 27; for a new agreement providing for increased wages and one-year contract follow- ing reference to arbitration; untermi- nated.
<i>Printing and Publishing—</i>				
Bookbinders, Toronto, Ont.	78	1,300	4,500	Commenced February 25; for equal cost-of-living bonus for men and women in new agreement under negotiations following reference to conciliation board; partial return of workers; unterminated.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, Toronto, Ont.	8	183	3,800	Commenced February 1; for a new agreement providing for increased wages, increased cost-of-living bonus, extension of vacation plan and payment for one additional statutory holiday following refer- ence to conciliation board; untermi- nated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1952 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During February, 1952—Concluded				
<i>Metal Products—</i> Plating factory workers, Wallaceburg, Ont.	1	23	207	Commenced February 11; protesting dismissal of a union steward for absenteeism; terminated February 21; conciliation; in favour of employer.
Motor vehicle factory workers, Windsor, Ont.	1	9,000	18,000	Commenced February 17; for a new agreement providing for payment for eight statutory holidays instead of six, wage premiums for special classifications and for afternoon and night shifts, life insurance for pensioners, and extension of medical plan following reference to conciliation board and conciliation; terminated September 19; conciliation; compromise.
TRADE— Office appliance sales and service clerks, Vancouver, B.C.	1	13	13	Commenced February 12; for additional increase in wages tentatively agreed upon; terminated February 12; return of workers; in favour of employer.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 30 indirectly affected; ⁽⁴⁾ 69 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1951

—	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	290	201	250	34	353	64	.....	102	.....	1,677
1929.....	156	255	54	233	250	298	40	326	58	.....	114	.....	1,766
1930.....	122	175	36	258	196	227	42	327	58	1	117	.....	1,655
1931.....	163	73	40	198	142	217	44	295	43	3	.....	.....	1,188
1932.....	154	73	30	123	116	124	21	196	51	.....	83	1	974
1933.....	111	91	29	142	103	65	15	161	48	3	63	.....	808
1934.....	114	114	37	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	131	139	47	175	133	103	25	184	44	.....	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937.....	156	143	52	201	157	170	23	227	46	1	65	.....	1,247
1938.....	136	136	52	253	136	154	19	166	44	.....	70	.....	1,167
1939.....	156	138	99	169	110	133	25	181	41	.....	70	.....	1,107
1940.....	192	177	24	175	144	173	25	236	51	1	65	.....	1,208
1941.....	147	178	24	262	263	176	30	317	65	.....	93	.....	1,553
1942.....	147	170	24	199	315	227	21	318	44	1	81	.....	1,510
1943.....	99	151	40	213	310	154	16	334	59	.....	79	.....	1,465
1944.....	109	127	34	158	271	100	17	264	53	1	59	.....	1,204
1945.....	111	151	20	188	269	127	24	292	52	.....	88	5	1,345
1946.....	111	145	41	171	346	132	22	237	53	3	99	7	1,378
1947.....	119	192	30	190	265	170	40	289	57	8	110	8	1,476
1948.....	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949.....	118	145	33	203	250	152	42	257	44	2	133	6	1,385
1950.....	60	160	42	173	217	160	62	199	54	.....	120	.....	1,277
1951(*).....	99	181	21	188	231	215	31	242	53	5	137	.....	1,403

(*) Preliminary figures.

TABLE II-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES⁽¹⁾

Industry	1951 ⁽²⁾													1950 ⁽³⁾												
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total		
Agriculture																										
Logging	1		7	8	16	38	10	13	12	2	2	99			3	2	5	32	4	4	9	1	1	60		
Fishing and Trapping	1		1	1	1	42	4	6	6	76	181	181			15	6	37	25	1	1	10	76	1	160		
Mining and Quarrying	6		14	2	32	55	6	1	34	38	11	21			16	2	2	2	2	2	17	3	3	42		
Metalliferous Mining	5		1	1	17	53	3				105	105			22	1	21	31	3	2	40	24	173			
Coal mining	1		14	2					18	10	45	45			1	20	4			26	7	58				
Non-metallic mineral mining and quarrying, n.e.s.									16	1	1	38			1	1	13	4		2	14	1	35			
Manufacturing	2		10	5	15	2	3	1	1	1	38	231			13	6	52	130	4	5	6	28	217			
Food and beverages											24	24			1		2	13	1	2	1	3	23			
Tobacco and tobacco products																										
Rubber products												1												1		
Leather products												1												1		
Textile products (except clothing)												3												2		
Clothing (Textile and fur)												3												7		
Wood products												6												9		
Paper products												18												53		
Printing, publishing and allied trades												4												9		
Iron and steel products												46												15		
Transportation equipment												36												3		
Non-ferrous metal products												4												4		
Electrical apparatus and supplies												11												66		
Non-metallic mineral products												3												25		
Chemical products												14												12		
Miscellaneous manufacturing industries												5												4		
Construction	3		1	10	58	63	9	5	20	45	1	215			9	5	49	5	1	15	17		160			
Buildings and structures												85			1	1	9	22	1	3	4		41			
Highway and bridge												42			4	4	11			1			22			
Miscellaneous												1			4	4	36	26	4	1	11		97			
Electricity, Gas and Water production and Supply												88			4	4	34	3	4	2	2		62			
Transportation, Storage and Communications	4		9	9	51	81	17	13	49	2	2	31			1	1	15	34	3	4	2	2	2	199		
Steam railways												110			4	4	9	35	5	7	11	22	94			
Street and electric railways												3					1						4			
Water transportation												31			2	2	13	8		1	10		38			
Air transportation												22			1	3	7	16		1	5		15			
Local and highway transportation												61			8								38			
Storage												7											3			
Telegraphs and telephones												5											6			
Express												3														
Unclassified												53			6	2	9	23	3	5	4		1			
Trade												32			1	1	2	0		1	3		15			
Wholesale												35			5	1	17	3	4	1	1		39			
Retail												1											1			
Finance												137			2	2	26	40	7	6	12	21	1	120		
Service	3		3	3	3	54	3	4	8	20	1	112			2	2	23	6	5	8	20	1	101			
Public administration												5			1		2	1					4			
Recreational												20					1	5	1	1	4	1	13			
Laundry, dyeing and cleaning																										
Personal, domestic and business																										
Professional establishments																										
Unclassified																										
Total	20		50	43	399	478	61	35	112	290	5	1,403			87	31	266	444	39	36	120	238	5	1,277		

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are reported to provinces from which craft were operated. For quarterly reports of accidents see the Labour Gazette for June, September and December, 1951. (2) Preliminary figures. (3) Revised figures for 1950.

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, IN 1951,
BY INDUSTRIES AND CAUSES**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Metaliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Manufacturing	Food and beverages	Tobacco and tobacco products	Rubber products	Leather products	Textile products, except clothing	Clothing (Textile and fur)	Wood products	Paper products	Printing, publishing and allied trades	Iron and steel products	Transportation equipment	Non-ferrous metal products	Electrical apparatus and supplies	Non-metallic mineral products	Chemical products
Prime Movers:																							
Motors, engines, fans, pumps and automatic stokers.....																							
Shafting, coupling, collars, set screw and keys.....				1			1	4							4								
Belts, lines, pulleys, chains and sprockets.....	2	1		3	1		2	1				1						1				1	
Gears, cogs, cams, and friction wheels.....								2															
Total	2	1		4	1		3	7				1			4							1	
Working Machines				3	1		2	13	3						7	1	1			1			
Hoisting Apparatus:																							
Elevators.....				3	1	1	1	1				1											
Conveyors and others.....				4	2	1	1	3							2			1					
Total				7	3	2	2	4						1	2			1					
Dangerous Substances:																							
Steam escapes, boiler explosions, compressed air.....				1			1	4	2						1	1							
Explosive substances.....		2		4	3		1	3	1									1				1	
Electric current.....	4	2		3		2	1	8										5		2			
Hot and inflammable substances and flames.....				1			1	10	1			1	1	1	1	1		1	3	1	1	1	
Conflagrations.....	6	3	3					2				1	1										
Gas fumes, poisons, etc.....		1		2	1	1		4	1						2						1		
Explosions, mine (gas, coal dust, etc.).....				1		1																	
Total	10	8	3	12	4	4	4	31	5				1	1	3	4		7	3	3		3	
Striking Against or Being Struck by Objects:																							
Striking against objects.....								2												2			
Being struck by objects.....	1	8		5	1	1	3	13	3						6	1		1	1	1			
Total	1	8		5	1	1	3	15	3						6	1		1	3	1			
Falling Objects:																							
Collapse of structure.....				3	3			3							3								
Breaking or loosening of straps, cables, etc.....	4	6		5	1		4	14							2			4	7	1			
Objects falling from elevations, loads, piles.....	3	10		2	1		1	10							4	1		1	3	1			
Objects falling in mines and quarries.....	1			40	16	18	6																
Falling trees and limbs.....	3	61						1							1								
Others.....																							
Total	11	77		50	21	18	11	28							10	1		5	10	2			
Handling of Objects:																							
Heavy objects, rolling, carrying, loading etc.....		10						3	1									1	1				
Sharp objects.....		2																					
Total		12						3	1									1	1				
Tools		1						1							1								

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, IN 1951,
BY INDUSTRIES AND CAUSES—Continued**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Metalliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Manufacturing	Food and beverages	Tobacco and tobacco products	Rubber products	Leather products	Textile products, (except clothing)	Clothing (Textile and fur)	Wood products	Paper products	Printing, publishing and allied trades	Iron and steel products	Transportation equipment	Non-ferrous metal products	Electrical apparatus and supplies	Non-metallic mineral products	Chemical products	
Moving Trains, vehicles, etc:																								
Derailments, collisions.....		1						2							1	1								
Being struck or run over by, or crushed by, or between, cars and engines.....	2	1		1	1			8	1						3			1		1			1	
Falling from or in cars or engines.....	1					1	6																	
Mine and quarry cars.....																								
Automobiles and other power vehicles and implements.....	43	24		10	3	2	5	21	5						7	3		2	2		1	1		
Animal-drawn vehicles and implements	5																							
Watercraft.....		25	9	1	1			6							5	1								
Aircraft.....				5	5			9							1			2	4		1			
Total.....	51	51	9	24	11	8	5	46	6						17	5		5	6	1	2	1	1	
Animals:																								
Horses, n.e.s.....		2						3							2	1								
Other animals.....	5																							
Total.....	7	2						3							2	1								
Falls of persons:																								
From elevations.....	4	2		2			2	8	2	1	1							1	2	1	1	1		
From ladders.....			1					2	1											1				
Into pits, shafts, harbours, rivers, etc..	1	8	3	10	7	1	2	5								2			3					
Into holds of vessels.....		1																						
On the level.....								2	1						1									
From loads, etc.....	3	1																						
Collapse of support.....				3	3			2							1			1						
On sharp objects.....								1							1									
Down stairs and inclines.....								2							1									
Into tanks, vats, kilns, etc.....								2	1						1									
Total.....	8	12	4	15	10	1	4	24	5	1					1	5	2	2	5	2	1			
Other Causes:																								
Infection, n.e.s.....		1	1												1	4	2		23	8		1	8	4
Industrial disease, strain etc.....	2	4	1	50	39	10		54	1															
Drowning, n.e.s.....	3	4	1	1			1																	
Shooting and violence.....																								
Cave ins, land slides, ice jams, etc.....	1			17	14	1	2	1												1				
Lightning, frost, storms, sunstroke.....	3		2																					
No particulars.....								1								1								
Total.....	9	9	5	68	53	11	4	56	1		1		1		1	5	2	23	8	1	1	8	4	
Grand Total.....	99	181	21	188	105	45	38	231	24		1	1	3	3	61	18	1	46	36	11	3	14	5	

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1951,
BY INDUSTRIES AND CAUSES—Concluded**

[illegible]

TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1951, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1951 (a)	Per Cent of Total	Total, 1950 (a)	Per Cent of Total	Number Fatally Employed (Thousands)
Agriculture	2	2	5	7	5	5	17	11	12	14	13	6	99	7.1	60	4.7	1,082.0 ^(b)
Logging	21	15	6	7	15	14	8	20	20	12	23	20	181	12.9	160	12.5	93.9 ^(c)
Fishing and Trapping	5	...	...	1	1	2	...	4	2	1	2	3	21	1.5	42	3.3	62.8 ^(c)
Mining and Quarrying	10	12	16	18	21	17	11	9	25	22	8	16	188	13.4	173	13.5	120.4 ^(c)
Metaliferous Mining.....	8	8	9	9	13	10	6	5	15	9	4	9	105	7.5	80	6.3	67.6
Coal mining.....	1	4	5	5	3	3	5	2	3	9	2	3	45	3.2	58	4.5	23.4
Non-metallic mineral mining and quarrying, n.e.s.....	1	...	2	4	5	4	3	2	7	4	2	4	38	2.7	35	2.7	28.4
Manufacturing	15	24	14	22	12	18	21	15	24	30	17	19	231	16.5	247	19.4	1,186.3 ^(b)
Food and beverages.....	1	3	2	2	1	1	4	1	5	1	1	2	24	1.7	23	1.8	167.8
Tobacco and tobacco products.....	1	...	...	...	...	...	...	...	...	...	...	...	1	0.1	1	0.1	21.3
Rubber products.....	1	1	...	1	...	...	...	...	...	...	...	...	3	0.2	2	0.2	23.8
Leather products.....	1	...	...	...	...	...	...	...	1	...	...	...	7	0.5	7	0.5	79.6
Textile products (except clothing).....	6	11	...	5	3	8	2	4	4	12	2	4	61	4.3	53	4.1	119.1
Clothing (textile and fur).....	1	...	...	1	...	1	3	...	5	5	1	...	18	1.3	20	1.6	77.4
Wood products.....	1	1	1	1	1	1	...	...	...	...	...	...	11	0.8	11	0.8	62.8
Paper products.....	6	3	4	4	2	3	7	5	1	3	7	5	46	3.3	46	3.3	161.1
Printing and publishing and allied trades.....	2	3	3	7	1	1	3	2	3	4	2	5	36	2.6	25	2.0	107.0
Iron and steel products.....	...	2	...	2	...	1	...	1	2	2	1	...	11	0.8	14	1.1	44.4
Transportation.....	1	1	2	2	...	...	...	...	1	...	...	...	3	0.2	12	0.9	60.3
Non-ferrous metal products.....	1	1	2	2	4	1	1	1	1	1	1	1	14	1.0	12	0.9	29.3
Electrical apparatus and supplies.....	...	...	...	...	...	...	...	...	...	...	...	...	5	0.3	5	0.4	56.0
Non-metallic mineral products.....	1	1	...	...	...	...	...	...	...	...	...	...	4	0.3	4	0.3	26.7
Chemical products.....	1	1	...	1	1	1	...	...	...	...	...	...	4	0.3	4	0.3	26.7
Miscellaneous manufacturing industries.....	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Construction	10	14	12	5	20	15	23	31	12	36	24	13	215	15.3	160	12.5	383.5 ^(b)
Buildings and structures.....	5	5	4	1	4	2	9	10	7	21	11	6	85	6.0	41	3.2	...
Highway and bridge.....	1	4	4	1	6	3	5	8	2	4	4	...	42	3.0	22	1.7	...
Miscellaneous.....	4	5	4	3	10	10	9	13	3	11	9	...	88	6.3	97	7.6	...
Electricity, Gas and Water production and Supply	2	1	1	2	8	2	3	6	3	1	2	...	31	2.2	62	4.9	31.7 ^(b)

Transportation, Storage and Communications

	16	17	22	20	34	35	18	16'	16	19	23	46	312	17-2	199	15-61	190-1-11
Steam railways.....	8	1	12	9	23	11	1	8	1	3	18	5	110	7-9	94	7-3	21-7(7)
Street and electric railways.....	2	1	5	1	5	1	2	2	2	2	1	3	31	0-2	4	0-3	19-9(7)
Water transportation.....	2	1	5	1	5	1	1	2	2	2	5	1	22	1-6	15	1-2	6-6(7)
Air transportation.....	2	1	5	1	5	1	1	2	2	2	6	1	61	4-3	38	3-0	26-2(6)
Local and highway transportation.....	1	1	1	1	1	1	1	1	1	1	2	1	7	0-5	3	0-2	4-1(6)
Storage.....	1	1	1	1	1	1	1	1	1	1	1	1	5	0-3	6	0-5	55-2(7)
Telegraphs and telephones.....	1	1	1	1	1	1	1	1	1	1	1	1	3	0-2	1	0-1	9-0(7)
Express.....	1	1	1	1	1	1	1	1	1	1	1	1	3	0-2	1	0-1	9-0(7)
Undclassified.....	1	1	1	1	1	1	1	1	1	1	1	1	3	0-2	1	0-1	9-0(7)
Trade	5	3	3	6	2	3	2	5	7	8	4	3	53	3-8	54	4-2	465-1(3)
Wholesale.....	3	1	1	2	2	3	2	2	3	3	2	2	18	1-3	15	1-2	112-9
Retail.....	2	2	2	4	6	3	2	3	4	5	4	1	35	2-5	39	3-0	352-2
Finance	1	1	1	1	1	1	1	1	1	1	1	1	5	0-3	1	0-1	86-7(7)
Service	4	15	13	16	13	13	9	11	9	9	12	11	137	9-8	129	9-4	792-3(3)
Public administration.....	1	15	10	12	15	10	7	6	8	8	9	8	112	8-0	101	7-9	135-9
Recreation.....	1	1	1	1	1	1	1	2	1	1	1	1	5	0-3	4	0-3	17-5
Laundry, dress and cleaning.....	1	1	1	1	1	1	1	1	1	1	1	1	5	0-3	4	0-3	17-5
Personal services and business.....	1	1	1	1	1	1	1	1	1	1	1	1	5	0-3	4	0-3	17-5
Professional establishments.....	1	1	1	1	1	1	1	1	1	1	1	1	5	0-3	4	0-3	17-5
Undclassified	1	1	1	1	1	1	1	1	1	1	1	1	5	0-3	4	0-3	17-5
Total	90	103	94	102	134	119	115	128	130	153	128	107	1,403	100-0	1,277	100-0	100-0

(1) Preliminary figures. (2) Revised figures. (3) Decennial Census 1941. (4) Fishermen only; Industry and Merchandising Division D.B.S. 1950. (5) Transportation Division D.B.S. 1949. (6) Fishermen only; Industry and Merchandising Division D.B.S. 1950. (7) Transportation Division D.B.S. 1949.

**TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Provinces	Medical Aid Only ¹	Temporary Disability	Permanent Disability	Fatal	Total
1947					
Nova Scotia.....	7,491	8,501	409	44	16,445
New Brunswick.....	5,663	8,746	247	37	14,693
Quebec.....					96,135
Ontario.....	77,283	38,744	1,006	159	117,192
Manitoba.....	8,936	6,482	299	29	15,746
Saskatchewan.....	4,658	5,331	142	21	10,152
Alberta.....	11,951	13,362	464	87	25,864
British Columbia.....	40,556	33,083	1,203	176	75,018
Total.....					371,245
1948					
Nova Scotia.....	7,952	9,039	474	54	17,519
New Brunswick.....	6,351	8,512	223	29	15,115
Quebec.....					93,028
Ontario.....	109,904	49,390	2,199	240	161,733
Manitoba.....	10,019	6,414	320	30	16,753
Saskatchewan.....	5,082	5,386	142	17	10,627
Alberta.....	15,374	12,560	522	101	28,557
British Columbia.....	41,311	31,269	1,261	223	74,064
Total.....					417,396
1949					
Prince Edward Island ²	103	113	3		219
Nova Scotia.....	8,483	8,032	491	49	17,055
New Brunswick.....	6,426	7,130	220	18	13,794
Quebec.....					85,040
Ontario.....	117,239	47,400	1,740	283	166,632
Manitoba.....	10,654	6,132	308	31	17,125
Saskatchewan.....	5,504	5,204	103	19	10,830
Alberta.....	18,213	13,423	645	115	32,396
British Columbia.....	40,609	27,049	1,416	178	69,252
Total.....					412,343
1950					
Prince Edward Island.....	320	363	3		686
Nova Scotia.....	8,542	7,591	506	58	16,697
New Brunswick.....	5,936	8,828	231	28	15,023
Quebec.....					86,246
Ontario.....	118,001	43,820	1,677	225	163,723
Manitoba.....	10,516	5,652	316	29	16,513
Saskatchewan.....	5,610	5,691	114	26	11,441
Alberta.....	18,836	13,804	577	120	33,337
British Columbia.....	43,992	25,852	1,498	162	71,504
Total.....					415,170
1951 ³					
Newfoundland (4).....	2,988	2,548	17	10	5,563
Prince Edward Island.....	418	428	5		851
Nova Scotia.....	8,830	7,626	111	40	16,607
New Brunswick.....					26
Quebec.....					207
Ontario.....	129,486	45,010	1,775	292	176,563
Manitoba.....	10,581	5,687	318	29	16,615
Saskatchewan.....	6,711	6,812	135	18	13,676
Alberta.....	20,320	14,754	636	102	35,812
British Columbia.....	49,004	26,023	1,487	184	76,698
Total.....					454,690

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

(2) For the period July 1 to December 31, 1949.

(3) Preliminary figures.

(4) For the period April 1 to December 31, 1951. The Workmen's Compensation Board of Newfoundland commenced operations on April 1, 1951. Prior to that date compensation under the Workmen's Compensation Act, 1948, might be recovered through court action; the number of cases reported by the Registrar of the Supreme Court since Confederation are as follows: April 1 to December 31, 1949: 35; 1950: 41; January 1 to March 31, 1951: 37.

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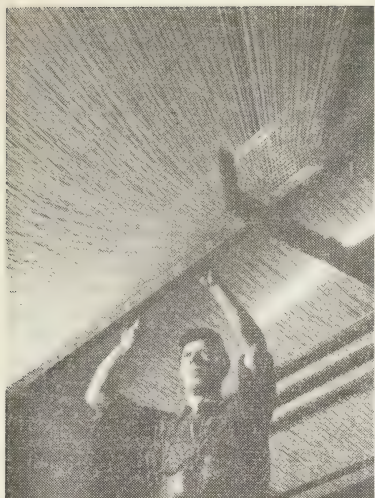
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Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press (May 13)

*By Economics and Research Branch,
Department of Labour*

APRIL, marked by the seasonal upswing in agriculture, construction and water transportation, witnessed a decrease of nearly 75,000 in the number of job applications registered with the National Employment Service. Further expansion took place in aircraft and shipbuilding but most consumer goods industries showed only slight signs of a spring increase. In the field of industrial relations, collective bargaining negotiations are in process in the steel, logging, and pulp and paper industries.

The increased seasonal demand for labour has been most pronounced in agriculture, with the result that shortages of farm workers were experienced in Alberta and Saskatchewan. On the other hand, however, layoffs have occurred in certain manufacturing industries. In the paper products industry, for example, more than 650 workers have been laid off, mainly in New Brunswick, Ontario and Quebec. In addition, more than 1,700 employees were on short time. The textile products industry, too, has reported the layoff of more than 600 more workers, most of them in Quebec. Also, the iron and steel products industry has laid off more than 300 employees. The latest statistics on employment in manufacturing, as at March 1, 1952, show that, in comparison with March 1, 1951, major increases in employment have occurred in the following industries: railway rolling stock (17%); aircraft and parts (69%); shipbuilding (61%); and farm machinery (15%). Major decreases in employment have taken place in textile products (11%); clothing (8%); furniture (13%); and rubber products (8%). Employment levels in consumer goods industries, in general, have been low for many months. It is expected that the recent removal of credit restrictions will benefit these industries, particularly those in the consumer durables branch.

Heavy hirings during April in agriculture and the increased requirements for labour in construction and water transportation are reflected in the decreased number of registrations for work at National Employment Service offices. The total for Canada on May 1 was 310,200, compared with 217,500 on May 3, 1951, and 385,100—this year's peak unemployment figure—on April 3. In 1951, a maximum figure of 303,700 was reached on February 8.

Regional figures for unplaced applicants at May 1, as compared with April 3, show a decrease in each region, with the greatest decline in the Ontario region, where the number of registrations for work has dropped by 24,000. With the exception of the Prairies, however, each region had a greater number of applicants at May 1, 1952, than at May 3, 1951. In the case of the Prairies, the low figure at May 1 of this year results mainly from the harvesting of an abnormally large carry-over crop from last year. The higher level of unemployment indicated for Ontario and Quebec at May 1 is accounted for largely by the increased labour force and reduced activity in consumer goods industries. For example, employment in the clothing industry has decreased by approximately 9,000. A similar decrease of about 9,000 has occurred in the textile products industry. In addition, construction work is expanding at a slower rate this year. The

following table gives the figures for total male and female registrations for work at National Employment Service offices on the dates indicated:—

Region	May 1, 1952	April 3, 1952	May 3, 1951
Atlantic.	46,055	52,500	38,700
Quebec.	116,486	135,570	74,400
Ontario.	84,705	108,770	44,200
Prairies.	30,959	47,460	33,600
Pacific.	32,024	40,800	26,600
CANADA.	310,229	385,100	217,500

A shortage of farm labour has developed in Alberta and Saskatchewan, where activity increased greatly in April as a result of the harvesting of the remainder of last year's crop and because of the progress in seeding made possible by ideal weather conditions. Shortages of farm workers also exist in other areas, particularly in Ontario. The shortage of farm labour in all provinces this year has been made more pronounced because immigration of farm workers has been retarded by the precautionary measures taken to prevent the spread of hoof-and-mouth disease. It is expected, however, that about 1,200 farm immigrants will be en route to Canada by the end of May, with an additional 2,000 arriving during June. An estimated 15,000 agricultural workers are expected to come to Canada this year.

In order to meet the shortage of farm labour in Saskatchewan, Alberta and Ontario, free transportation for qualified workers will be provided, under Federal-Provincial Farm Labour Agreements, from urban centres to areas where the greatest need exists.

The depression in the clothing and textile industries has continued during April, with most firms operating on a short-time basis or with reduced staffs. Several hundred additional workers were laid off in the textile industry. The most important depressing factors in the textile industry, heavy mill inventories and some imports absorbing a portion of the domestic market, are still quite evident. Defence orders have played a vital role in maintaining the output of many textile firms even at present reduced levels.

In the clothing industry, some improvement in the employment situation occurred during March this year, when employment figures showed an increase of more than

3,500 over those for February. This increase, however, may be accounted for mainly by seasonal factors. Clothing inventories at manufacturers' and retail levels have now been reduced to a point considered normal for the current volume of sales. Both manufacturers and retailers, however, are purchasing in limited quantities in order to avoid getting caught again with heavy stocks bought at high prices.

In the industrial relations field, union-management negotiations for collective agreement revisions have been in progress for the past few weeks in the basic steel industry, the west coast logging and lumbering industry, and the pulp and paper industry in Ontario and Quebec. So far, bargaining has failed to produce agreements and it is indicated that the disputes will be referred to government conciliation.

The United Steelworkers of America (CCL-CIO) is seeking wage increases and other benefits at the Steel Company of Canada, Hamilton, Algoma Steel Company, Sault Ste. Marie, and Dominion Steel and Coal Company, Sydney, N.S. Indications are that negotiations have broken down at each place and the disputes will go to conciliation. Approximately 15,000 workers are affected by these three agreements.

On the West coast, the International Woodworkers of America (CCL-CIO), representing more than 30,000 workers in the logging and lumbering industry, has been negotiating with Forest Industrial Relations Limited, representing the operators. It is reported that the union has requested an increase in hourly wage rates but that the operators have proposed a decrease.

In a number of separate negotiations for groups in the pulp and paper industry, no agreement has yet been reached. In the Ontario pulp and paper group, the main issues are increased wage rates and changes in the vacation plan. The major issue in the fine paper group of mills in Quebec and Ontario appears to be a reduction of hours to 40 per week. The 40-hour week is also a major issue in negotiations covering the Canadian International Paper group in Quebec, Ontario and New Brunswick. The International Brotherhood of Pulp, Sulphite and Paper Mill Workers plus the International Brotherhood of Papermakers (TLC-AFL) represent most of the workers, although other unions represent certain crafts. As in the past, the unions are acting together.

CURRENT LABOUR STATISTICS

(Latest available statistics as of May 13, 1952)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
Manpower—				
Total civilian labour force (a).....	Nov. 3/51	5,210,000	—	—
Persons with jobs (a).....	Nov. 3/51	5,110,000	—	—
Persons without jobs and seeking work (a).....	Nov. 3/51	100,000	—	—
Registered for work, N.E.S.				
Atlantic.....	May 1	46,055	-12.5	+19.0
Quebec.....	May 1	116,486	-12.0	+56.6
Ontario.....	May 1	84,705	-22.6	+91.8
Prairie.....	May 1	30,959	-36.6	- 7.9
Pacific.....	May 1	32,024	-23.0	+20.2
Total, all regions.....	May 1	310,229	-19.4	+42.6
Ordinary claims for Unemployment Insurance benefit (c).....	April 1	320,322	+ 1.2	+41.4
Amount of benefit payments(d).....	March	\$16,891,581	+ 8.5	+39.2
Index of employment (1939=100).....	March 1	177.7	- 0.1	+ 3.1
Immigration.....	January	19,676	-11.5	+178.7(b)
Industrial Relations—				
Strikes and lockouts—days lost.....	April	65,502	—	+248.4(b)
No. of workers involved.....	April	5,204	—	+35.4(b)
No. of strikes.....	April	26	—	-22.8(b)
Earnings and Income—				
Average weekly wages and salaries.....	March 1	\$53.95	+ 1.4	+12.0
Average hourly earnings (mfg.).....	March 1	\$1.28	+ 0.6	+14.7
Average hours worked per week (mfg.).....	March 1	41.7	0.0	- 1.4
Average weekly earnings (mfg.).....	March 1	\$53.29	+ 0.8	+13.1
Cost-of-living index (av. 1935-39=100).....	April 1	188.7	- 0.2	+ 3.8
Real weekly earnings (mfg. Av. 1946=100).....	March 1	116.6	+ 1.7	+ 7.5
Total labour income.....\$000,000	February	846	+ 1.6	+15.4
Industrial Production—				
Total (Av. 1935-39=100).....	February	207.7	+ 1.3	- 3.0
Manufacturing.....	February	212.1	+ 1.5	- 5.4
Durables.....	February	259.3	+ 1.3	- 6.2
Non-durables.....	February	184.6	+ 1.8	- 4.8
Trade—				
Retail.....\$000,000	February	735	+ 1.7	+ 5.9
Exports.....\$000,000	March	354	+14.2	+21.9
Imports.....\$000,000	March	326	+16.1	- 4.4

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Includes supplementary benefit April 1, 1952=45,304, March 1, 1952=40,084, April 1, 1951=41,932.

(d) Includes supplementary benefit March 1952= \$1,959,391, February 1952=\$1,408,445, March 1951=\$1,671,257.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Fewer Houses Started, Completed in 1951

The number of dwelling units completed in Canada in 1951, including conversions, was nearly eight per cent lower than in 1950, while starts were down about 24 per cent.

New dwelling units completed during 1951 totalled 81,310 as compared with 89,015 in 1950; conversions numbered 3,500 as against 2,739. Starts on new structures numbered 68,579 as compared with 92,531. Number under construction at the year-end was 45,926 as compared with 59,443 at the beginning of the year.

Ontario Total Higher

Completions of new dwellings were lower in 1951 than in 1950 in all provinces except Ontario, where the total rose slightly to 31,732 from 31,318. Total for Quebec was down to 26,686 from 27,237, British Columbia to 6,683 from 8,560, and Alberta to 6,057 from 7,266. In Manitoba, completions numbered 3,810 (4,612 in 1950). Saskatchewan 2,026 (2,813), Nova Scotia, 1,942 (2,573), New Brunswick 1,143 (2,545), Newfoundland 941 (1,716), and Prince Edward Island 290 (375).

Conversions in Quebec in 1951 totalled 1,120 as against 886, Ontario 973 against 1,178, British Columbia 673 against 277, Alberta 230 (182), New Brunswick 191 (46), Nova Scotia 167 (24), Manitoba 131 (102), Saskatchewan 15 (26), and Prince Edward Island nil (18).

All provinces had fewer starts on the construction of new dwelling units in 1951 than in 1950. Ontario's total fell to 27,349 from 33,430, Quebec's to 21,193 from 28,515, British Columbia's to 5,696 from 7,536, and Alberta's to 5,442 from 8,623. Starts in Manitoba totalled 3,183 (4,072 in 1950), Saskatchewan 2,154 (2,904), Nova Scotia 1,466 (2,705), Newfoundland 1,101 (2,090), New Brunswick 900 (3,323), and Prince Edward Island 95 (333).

New dwellings under construction in Ontario at the end of 1951 totalled 19,258, as compared with 24,215 at the first of the

year, and in Quebec the number was 9,554 as against 14,859. In Alberta there were 5,186 uncompleted dwellings as against 5,803, British Columbia 4,652 (5,846), Newfoundland 1,993 (1,950), Nova Scotia 1,979 (2,429), Manitoba 1,335 (2,093), Saskatchewan 1,200 (1,060), New Brunswick 675 (897), and Prince Edward Island 94 (291).

Textile Imports Showed Large Drop in February

Imports of fibres and textiles in February showed the largest reduction of any commodity group over the corresponding month last year, according to figures compiled by the Dominion Bureau of Statistics. The iron and its products group showed the largest increase.

Declines in raw cotton and cotton products and in raw wool and wool goods were mainly responsible for a drop in the fibres and textiles group to \$29,837,000 from \$38,382,000 in February, 1951.

The total value for the iron and its products group rose to \$100,684,000 from \$88,288,000, mainly as a result of gains in rolling-mill products, farm implements and machinery, and mining, metallurgical and other non-farm machinery.

Value of textile imports in February, 1952, with figures for the same month of 1951 in parentheses, was as follows: cotton products, \$6,122,000 (\$8,584,000); cotton, raw and linters, \$5,992,000 (\$7,155,000); wool products, \$4,186,000 (\$5,879,000).

150,000 Idle in British Textiles

Between 150,000 and 180,000 textile workers in Britain were unemployed at April 15 as a result of the depression that has hit the Lancashire textile industry, according to an estimate of the Secretary of the United Textile Factory Workers Association, Ernest Thornton. This is more than half of the industry's total labour force.

The textile slump has caused unemployment to soar to the highest level since coal shortages closed factories all over the country five winters ago. In March, 433,000 persons—2.1 per cent of the total working population—registered as jobless. This is an increase of nearly 40,000 over the previous month.

At the same time, 250,000 job vacancies exist, mainly in defence industries. Engineering industries alone need 32,000 skilled workers.

U.S. Clothing Workers Forgo Wage Increase

The Amalgamated Clothing Workers of America last month agreed to an extension of old contracts until September 15 without an increase in wages or other improvements. The contracts involved cover 150,000 workers in the American clothing industry.

The union's decision not to seek wage increases at this time was taken because of the current slump in the industry.

Last pay boost for the union was in November, 1950, when it won a wage increase of 12½ cents an hour to bring the average pay to \$1.62½ cents an hour. That pay rise was the first the union had received since 1947, as it preferred not to ask for any change in conditions during the three preceding years because of slack consumer demand and adverse economic conditions in the industry.

Ontario Introduces Bill To Pay Disabled Pensions

A bill to provide a \$40 monthly allowance to totally or permanently disabled persons between 18 and 65 years has been introduced in the Ontario Legislature. Only those not receiving benefits under any other pension or compensation legislation or other public assistance program are eligible for the allowance.

Payment of the allowance will be subject to a means test. Similar financial tests as those applied under the old age assistance program will be used.

Applicants must have resided in Ontario for 10 years.

When introducing the measure, Hon. William A. Goodfellow, Minister of Public Welfare, said:—

"I would say a permanently disabled person would be one who is physically or mentally impaired to the extent that he is unable to care for himself and is dependent on other persons. This legislation will not apply to persons who are partially disabled or are able to earn a livelihood for themselves or who would respond to rehabilitation."

U.K. Government Employs 60,000 Disabled Persons

More than five per cent of British Government employees are disabled, according to figures presented to Parliament by the Financial Secretary to the Treasury.

As reported in the *Ministry of Labour Gazette* for March, on October 1, 1951, of 674,764 non-industrial government

employees, 38,700 (5·7 per cent) were disabled; of 400,312 industrial employees, 21,024 (5·3 per cent) were disabled. In addition, 460 of a total of 572 passenger elevator operators were disabled persons.

Premium Rates Lower On Government Annuities

The increase in the interest rate paid on government annuities, announced April 1 by Hon. Milton F. Gregg, Minister of Labour (L.G., April, p. 396), results in lower premium rates than those in effect during the past four years.

The interest rate, three per cent from April, 1948, has now been increased to 3½ per cent.

An annuitant can get the benefit of the new premium rates by entering into a new contract for the remaining period of his annuity and stopping payment on the old contract when the new one is written. The amount he has already paid will continue to bear interest at the old rates until maturity.

This arrangement applies only to individual annuities.

AFL Asks U.S. President To Investigate Housing

Calling on President Truman to investigate housing needs in the United States, the American Federation of Labor has pointed out six factors to show that "the growing housing shortage affects family welfare, defence, health and safety".

The six factors are:—

1. The housing shortage is seriously impeding the defence effort.
2. Housing is failing to meet the needs of all income groups.
3. A housing famine for minorities exists; overcrowding is a major problem.
4. Not enough money is available for mortgage financing at reasonable terms despite federal insurance and guarantees.
5. Whole areas of housing are being built at under-par standards.
6. Neighbourhoods are being built without adequate schools, shopping, transportation and other facilities.

New Member Appointed To Manpower Council

J. C. Armer, President of the Canadian Industrial Preparedness Association, has been named a member of the National Advisory Council on Manpower, it was announced last month by Hon. Milton F. Gregg, Minister of Labour.

Mr. Armer is the first representative of this Association on the Manpower Council.

34,000 Immigrants Came From Britain in 1951

In 1951, immigrants to Canada from the United Kingdom numbered 33,924; but during the same period, 5,055 persons emigrated from Canada to Britain. Canada's gain, therefore, was 28,869.

In 1950, Canada received from the United Kingdom only 8,002 more persons than she lost through emigration to Britain. In that year, 14,994 came to Canada from Britain; 6,992 went from Canada to the United Kingdom.

These figures were compiled by the U.K. Board of Trade.

Truman Urges Plan to Admit 300,000 Refugees

President Truman has called on Congress to approve a program to bring 300,000 European refugees into the United States in the next three years.

The President said the plan would bring skilled workers for the nation's mobilization program as well as agricultural workers.

The plan would:—

1. Provide aid for "the unfortunate victims of oppression who are escaping from communist tyranny behind the Iron Curtain."

2. Continue United States participation in present international programs for migration and resettlement.

3. Authorize the entry of 300,000 persons in three years at the rate of 100,000 a year, to "aid in alleviating the problems created by communist tyranny and overpopulation in Western Europe."

U.N. Adopts Resolution On Equal Pay Principle

The United Nations Commission on the Status of Women has adopted, by 11 votes with six abstentions, a resolution on effective implementation of the principle of equal pay for equal work for men and women workers.

The resolution notes that the principle of equal rights of men and women is solemnly proclaimed in the preamble of the United Nations Charter and recommends that all member states of the International Labour Organization introduce as soon as possible, by means of proper legislation and other measures, equal remuneration for equal work of men and women. It also urges adoption and implementation of this principle in all countries which are not members of the ILO.

The resolution further requests the Commission on Human Rights to include

in the draft covenant on human rights an article providing for the principle of equal remuneration.

It is pointed out in the resolution that under present conditions a great number of women are obliged to work for their living and that many women are able to do work of value in all sorts of occupational fields. The resolution recognizes that the ILO should be encouraged to continue its initiative for the implementation of the principle of equal remuneration for work of equal value, and that non-governmental organizations in many countries are doing effective work in creating favourable public opinion for the application of this principle and in promoting appropriate legislation.

TLC Official in B.C., Robert McCulloch Dies

Robert McCulloch, Vice-President of the Vancouver, New Westminster and District Trades and Labour Council (TLC), died in Vancouver in February in his 51st year. He had been active in the trade union movement in British Columbia for 20 years.

For the past 15 years President and Business Agent of the Milk Drivers and Dairy Employees Union, a local of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, he was also a member of the British Columbia Executive Committee of the Trades and Labour Congress of Canada.

N.S. Labour Leader, J. R. MacDonald Dies

John R. MacDonald, Charter President of the Cape Breton Labour Council (CCL), died recently at Passchendale, N.S., at the age of 56 years.

A member of District 26, United Mine Workers of America, he was vice-president of the Nova Scotia Federation of Labour (CCL) and the CCL representative on the Maritime Advisory Committee of the Unemployment Insurance Commission.

Mr. MacDonald took a leading part in the organization of the Cape Breton Labour Council and became its charter president.

Alberta Strike-Free in 1951

Alberta was free of strikes in 1951.

H. E. Bendickson, Chief Executive Officer of the Alberta Board of Industrial Relations, credited this situation to the unions and their leadership, to management's tendency to respect human rights, and to the Government's efforts to effect settlements in industrial disputes.

Says Recreation Plans Develop Worker Morale

"Generally speaking, workers who play better work better," states Dr. Earle F. Zeigler, Head of the Department of Physical, Health, and Recreation Education at the University of Western Ontario, in an article entitled "The Case for Industrial Recreation". The article appeared in the Winter 1951-52 issue of *The Business Quarterly*, a publication of the School of Business Administration, University of Western Ontario.

"Industrial recreation has a constructive effect on the employee's attitude towards his position and his fellow workers," Dr. Zeigler continued. "Few things can be offered to the worker that will develop a more valuable industrial asset—high worker morale.

"The development of such qualities as co-ordination, initiative, leadership, and the satisfaction of doing something well at play tend to carry over into the job. In this way the worker's productivity may well be increased.

"The firm which offers a sound recreation program will find that it attracts and holds workers."

In his article, Dr. Zeigler offers suggestions which should be followed in the development of an "adequate and successful" recreation program, outlines potential problems and presents a "blueprint for action."

Some Unions Disapprove N.S. Labour Board's Act

While one Halifax union has expressed approval of the action of the Nova Scotia Labour Relations Board in refusing certification to five union groups on grounds that they were communist-led (L.G., March, p. 260), a labour council and eight unions in that province have placed their opposition to the decision on record.

They are: the Cape Breton Labour Council (CCL); six locals of District 26, United Mine Workers of America (CCL); Local 596, Retail, Wholesale and Department Store Union; and the Antigonish Garage Workers' Union.

CCCL Will Not Support Any Political Party

In an eight-point resolution, the CCCL executive has announced that it will not, as such, support any candidate nor any party in the Quebec provincial election but that it will attempt to hasten the political education of the labour class.

The CCCL's Political Action Committee is, however, authorized to use the official publication of the organization and all other publicity means at its disposal "to point out to the voters the candidates that could be particularly hostile to the workers and to labour unionism."

The Committee will also publicize the CCCL point of view on the platforms of the political parties and on existing legislation.

A special fund will be set up to allow the Committee to pursue its role effectively but only union members and the syndicates will be allowed to contribute to this fund.

Aim to Drive Communists From French Unions

The International Confederation of Free Trade Unions has launched a project which it hopes will deal the death blow to communist influence in the French labour movement.

One phase of the project will be a drive to organize under the *Force Ouvrière* the 3,000,000 to 3,500,000 workers in French industry now unorganized. The project will also attempt to reform the whole relationship between the individual French worker and his union.

French unions have undertaken to raise union dues and to require members to pay them 12 months out of the year. Communist unions in France give union cards free and need to collect no dues because of huge contributions from "other sources". At the present time, no French union has dues that can support a large-scale organization drive.

Unions Pledge Support to Negro Labour Committee

When the Negro Labour Committee of the U.S.A. was formed in New York recently, representatives of 75 trade unions pledged their support of the group's aims. The Committee will function on a nationwide scale.

Primary purpose of the new organization is to improve the social, political and economic welfare of the millions of Negro workers in the United States within the framework of organized labour.

Rejecting communist assistance, the Committee has barred from membership "communist or communist-dominated trade unions and all other anti-democratic groups."

For 15 years prior to the formation of the national committee, a local committee existed in New York.

Some Jobless Insurance Funds in U.S. Dwindling

Unemployment insurance funds in the United States are feeling the effect of cut-backs in employment due to defence order placements and recession in the production of certain commodities. A number of state funds are reported to be having difficulty in meeting payment of unemployment insurance benefit claims.

At the beginning of April, Michigan and a number of eastern states appeared to be the most seriously affected. The situation has caused grave concern to organized labour. Hearings have been held by the Congress Ways and Means Sub-committee.

Tobin Testifies

Testifying before the committee, U.S. Secretary of Labour Maurice Tobin advocated supplementary federal unemployment payments on a temporary basis in states faced with difficult unemployment problems. Mr. Tobin said: "The payment of such benefits should continue no longer than a reasonable time to allow the states themselves to correct the major shortcomings of their laws in accordance with reasonable minimum standards. While such supplementary payments could be paid on a short-term basis, they cannot and should not be paid by the federal Government indefinitely. The states have accumulated billions of dollars in their unemployment benefits in accordance with their laws, buttressed by federal minimum standards."

The CIO, in its representations before the committee, urged that federal assistance take the form of grants, rather than loans, to those states whose unemployment insurance funds fall too low to finance the benefits provided by their state laws.

CIO Request

The secretary-treasurer of the United Automobile Workers, and on behalf of a number of other CIO unions, requested the committee's approval of a bill to authorize supplementary federal payments to jobless persons. He expressed opposition to a bill sponsored by Representative Mills, which would sanction repayable advances by the federal Government to states hard hit.

Such legislation was also opposed by the Commerce and Industry Association of New York on the ground that the result would be disastrous to the whole federal-state unemployment compensation program. Jobless benefits in a very short time, it contended, would be increased by 50 to 60 per cent at a cost of up to a billion dollars more if the proposed federal aid to the states' unemployment insurance funds were provided.

The proposed supplemental payments would be made from the federal Government's share of the percentage of the unemployment tax allotted to administrative costs.

The Congress Ways and Means Sub-committee has before it for consideration a number of bills which propose the extending of federal assistance, in one form or other, to states suffering from heavy unemployment whose jobless benefit funds are nearing exhaustion.

Retired Auto Workers Organize in Windsor

The Detroit Retired Autoworkers Organization (L.G., March, p. 262) now has a counterpart in Windsor, Ont. The move to organize automotive industry pensioners in the Canadian city is spearheaded by officers of United Auto Workers locals there and has the backing of many interested private citizens.

A belief that the ever-increasing number of pensioners will one day constitute a separate economic class in society is one reason for the organization campaign. In recent years, collective-agreement pension plans calling for the retirement of workers at 65 years have been producing pensioners at a steadily-accelerating rate. It is estimated that there are now 4,500 retired auto workers in Detroit and at least 500 in Windsor.

The prime objective of the new group will be to improve the economic life of the pensioners.

Fewer Men Over 45 Now Working in U.S.

In spite of the increased employment in the first half of 1951, the proportion of men 45 and over in the United States labour force was lower than it was in April 1945, according to a report just issued by the Bureau of Labor Statistics. Women 45 and over, however, had regained by April, 1950, the high rate of participation they reached during the Second World War.

These recent changes continue long-time trends. The percentage of men 45 and over who were in the labour force declined from 84 per cent to 75 per cent between 1900 and 1950. Of all women 45 and over, however, 22 per cent were working in 1950 as compared with 12 per cent in 1900. About half of this increase occurred between 1940 and 1950 as a result of the Second World War manpower shortages.

U.S. Living Standards 4% Lower Since Korea

Because wage rates in the United States have not risen enough to offset price and tax increases, several million American families in the moderate income group have suffered an average loss of four per cent in their living standards since the outbreak of the Korean War, according to Dr. Julius Hirsch, Professor of Economics, New York School of Social Research.

In reaching this conclusion, Dr. Hirsch used a new approach to obtain a direct measure of average price changes as they affected a city worker's four-person family with a moderate income. He also took account of their changing tax burden. He was thus able to obtain substantially-precise estimates of their net weekly earnings in constant dollars.

Taxes Up 25 Per Cent

Dr. Hirsch found that, whereas prices rose 10 per cent since Korea, personal taxes rose 25 per cent. The tax rise was more than twice as great as the price rise partly because tax rates were increased—part of a program for recovering price stability—and partly because higher money earnings placed the families studied in higher tax brackets.

As reported in the *New York Times*, Dr. Hirsch's findings were as follows: Between July, 1950, and November, 1951, the average weekly earnings of this group of families in current dollars rose \$4.36. But price rises took \$5.15 out of the week's pay, 79 cents more than the rise in earnings.

Personal taxes (federal, state and local) claimed \$5.36 from the week's pay in July, 1950. The pay of \$55.42 in current dollars was equal to \$55.36 in constant (1951) dollars. With \$5.36 claimed by taxes, these families had only an average of \$50 to dispose of for their necessities and luxuries after meeting their tax liabilities.

Disposable Income Cut

But by November, 1951, their tax burden rose \$1.39 from \$5.36 to \$6.75. Their net weekly earnings in constant dollars after taxes dropped from \$50 to \$47.82. This is a drop of 4.3 per cent in the average disposable income available to these families.

The increased tax burden and the post-Korea price rises, together, took \$11.90 out of the average pay envelope of these families. In November, 1951, their weekly earnings in current dollars of \$59.78 were worth \$47.82 in dollars of constant purchasing power after taxes. Of this loss,

\$5.15 was accounted for by the rise in prices and \$6.75 by the personal tax burden.

Take-home pay rose. But rising prices and rising taxes eroded \$6.54 out of the pay envelope, in addition to the \$5.36 paid in personal taxes in July, 1950. With four and a third more dollars in it, the envelope of November, 1951, actually represented \$2 less purchasing power.

Average Hourly Earnings At All-Time High in U.S.

Average straight-time hourly rates for production workers in all United States manufacturing industries reached an all-time high of \$1.582 an hour on January 15.

The five industries with the highest straight-time hourly rates in January this year were: oil and coal products, \$1.974; printing and publishing, \$1.969; rubber products, \$1.774; primary metals, \$1.758; and non-electrical machinery, \$1.723. At the bottom of the list were lumber, textile products, apparel, leather and tobacco, with rates averaging from \$1.375 down to \$1.144 an hour.

According to the Bureau of National Affairs, the biggest increases in rates between January, 1950, and January, 1952, were: rubber products, 18.1 per cent; instruments, 16.7 per cent; electrical machinery, 14.8 per cent; and lumber, 14.7 per cent. For all manufacturing groups the average increase in 1951 was 5.7 per cent and for the years 1950 and 1951, 14.6 per cent.

Although the consumer's price index rose 4.7 per cent in 1951 and 14 per cent during the two-year period, average straight-time earnings in 11 of the 20 industries considered failed to keep pace with the rise in living costs.

503,000 Norwegians Are Union Members

The Norwegian Federation of Labour had 503,200 dues-paying members on December 31, 1951, the Norwegian Information Service reported. This number includes 87,327 women members.

Forty national unions are affiliated with the Federation.

200 Labour Papers in U.S.

Labour unions in the United States publish almost 200 national labour papers and magazines in addition to hundreds of regional and local ones. Unions claim a combined circulation of 16 million and a total readership of at least 30 million.

Health Insurance Plan Recommended in Alberta

Establishment of a complete program of health insurance was one of the 87 recommendations to improve public health services in Alberta included in the report of the Alberta Health Survey Committee. The report was released in Ottawa last month by Hon. Paul Martin, Minister of National Health and Welfare.

The Committee's two-year survey was financed by a federal health grant. Chairman of the Committee was Dr. A. Somerville, Assistant Deputy Minister of Public Health for Alberta. Members include representatives of the provincial health department, the Associated Hospitals of Alberta, the College of Physicians and Surgeons, the Union of Urban Municipalities, the Alberta Association of Municipal Districts, and the women of Alberta.

The major proposals of the report, if implemented, would lead to a complete program of health insurance, the report notes.

Fifth of U.S. Workers With Same Firm 10 Years

Approximately 20 per cent of all employed persons in the United States in January, 1951, had worked for the same employer continuously for the past 10 years: 14 per cent of the women, 25 per cent of the men. These figures are from a report of the U.S. Department of Commerce, Bureau of the Census, issued in December, 1951.

In most industry groups, including manufacturing, women had a shorter period of continuous employment than men; in the manufacture of durable goods, however, the proportion of women workers who had acquired their jobs during the Second World War exceeded that of men.

The median duration of current employment was 2.2 years for women, compared with 3.9 years for men. Much of this difference is due to the fact that women as home makers and mothers have greater household responsibilities. The median duration of employment is about one year for mothers with pre-school-age children; two years for mothers of school-age children; and three years for married women with no children under 18 years of age.

Although other studies have shown that single women are more likely to be regular workers than are married women of comparable age, the median duration of employment for single women as a group

(about two years) does not differ appreciably from that for married women. One reason for this apparently is that so large a proportion of the single group consists of teen-age girls not long out of school, a fact which would tend to reduce the median for the group as a whole.

Dutch Plan Aims to Reduce Unemployment

The joblessness of about 110,000 Dutch workers can be traced fairly directly to the deflationary policies that have restored the Dutch balance of foreign trade, according to Michael L. Hoffman, writing in the *New York Times*. The Netherlands Government is now trying to reabsorb these unemployed.

From a post-war unemployment level that ranged, Mr. Hoffman writes, from a yearly low of slightly less than 40,000 to a yearly high of 60,000 to 70,000, the Netherlands unemployment has climbed to approximately 175,000. This is slightly less than 4 per cent of the total labour force.

Most of the growth in unemployment has been in the agricultural and building trades, Mr. Hoffman states.

The Netherlands Government's plan to reduce unemployment includes the following measures:—

A transfer of workers to industries in which labour shortages still exist. (Movement between the various industrial centres is fairly easy in the Netherlands because industry is concentrated in a very small area. The Government also sees to it that workers' travel remains cheap and easy.)

A reversal of the Government's policy to restrict investment in construction. (The volume of house building is being permitted to rise by about 20 per cent in the current construction season.)

Some expansion in public works.

Establishment of new industries in the agricultural regions farthest from potential employment centres.

National Health Fund Established in Peru

A fund to be used for the control of contagious diseases, the creation of additional hospital facilities and the general improvement of sanitary conditions has been set up by the Peruvian Government.

The fund is being built up through higher taxes on the importation of foreign spirits and through a new tax of five per cent on salaries and wages to be paid by all companies whose capital exceeds a specified figure.

Extracts from Hansard of Interest to Labour

Maintenance of Immigrants

March 24

Mr. White (Middlesex East):

1. How many immigrants are being maintained by the Department of Labour in each of the following centres: (a) St. Paul l'Ermite, Que; (b) Ajax, Ont.?

2. How many of these immigrants in each of the above centres are: (a) German; (b) from the United Kingdom; (c) all others?

3. Of these totals, how many are age groups (a) from 1 to 18 years; (b) from 18 to 35 years; (c) over 35 years?

Mr. Gregg:

1. (a) 703; (b) 714, as at March 24, 1952.

2. (a) St. Paul l'Ermite, 28; Ajax, 37; (b) St. Paul l'Ermite, nil; Ajax, 16; (c) St. Paul l'Ermite, 675; Ajax, 661.

Mr. Harris (Grey-Bruce):

1. Immigration to Canada through the under-mentioned ports, calendar year, 1951:

	Halifax	Saint John	Quebec	Montreal	Vancouver	Totals
January	3,357	280	24	443	177	4,281
February	4,843	1,617	29	579	162	7,230
March	7,760	1,466	37	782	213	10,258
April	8,144	70	3,015	826	217	12,272
May	9,920	12	6,166	1,174	194	17,466
June	9,779	14	5,821	929	192	16,735
July	8,888	3	6,128	1,376	262	16,657
August	7,925	8	4,889	1,550	159	14,531
September	3,672	25	5,630	913	194	10,434
October	5,072	28	13,104	1,084	182	19,470
November	10,101	782	6,767	1,393	160	19,203
December	14,379	1,781	66	603	234	17,063
Totals	93,840	6,086	51,676	11,652	2,346	165,600

Source: statistical unit, immigration branch.

2. Immigration to Canada showing nationalities, calendar year, 1951:

Albanian	58
Austrian	3,628
Belgian	3,086
British	34,790
Bulgarian	395
Central American	16
Chinese	2,689
Czechoslovakian	3,905
Danish	4,666
Dutch	19,137
Estonian	4,748
Finnish	3,949
French	6,811
German	25,813
Greek	2,802

Hungarian	5,210
Icelandic	17
Irish Republican	669
Israeli	333
Italian	23,432
Japanese	4
Latvian	2,830
Lithuanian	1,373
Mexican	30
Norwegian	916
Polish	20,408
Portuguese	42
Roumanian	2,344
Russian	3,744
South American	132
Spanish	552
Swedish	796

3. (a) St. Paul l'Ermite, German, nil; from United Kingdom, nil; others, 89.

Ajax, German, 2; from United Kingdom, 3; others, 146.

(b) St. Paul l'Ermite, German, 23; from United Kingdom, nil; others, 445.

Ajax, German, 28; from United Kingdom, 11; others, 388.

(c) St. Paul l'Ermite, German, 5; from United Kingdom, nil; others, 141.

Ajax, German, 7; from United Kingdom, 2; others, 127.

Immigration in 1951

March 24

Mr. Brooks:

1. What number of immigrants entered Canada each month during the year 1951 through the ports of Halifax, Saint John, Quebec, Montreal and Vancouver?

2. What was the number by nationalities?

Swiss	1,267
Syrian	263
Turkish	54
Ukrainian	705
U.S.A. citizens	6,904
West Indian (not British) ..	48
Yugoslavian	5,573
Others	252
Total	194,391

Source: statistical unit, immigration branch.

Bill of Rights

March 24

Mr. J. G. Diefenbaker (Lake Centre) moved:

That, in the opinion of this house, immediate consideration should be given to the advisability of introducing a bill or declaration of rights to assure amongst other rights:

1. Freedom of religion, freedom of speech, freedom of the press and of radio;
2. That habeas corpus shall not be abrogated or suspended except by parliament;
3. That no one shall be deprived of liberty or property without due process of law, and in no case by Order in Council;
4. That no tribunal or commission shall have the power to compel the giving of evidence by any one who is denied counsel or other constitutional safeguards.

And that as a preliminary step the government should consider the advisability of submitting for the opinion of the Supreme Court of Canada the question as to the degree of which fundamental freedoms of religion, speech and of the press and the preservation of the constitutional rights of the individual are matters of federal or provincial jurisdiction.

... I have been asked what terms would be put into a bill of rights or into a declaration of freedom. I realize the difficulties of draftsmanship. Those who drafted the first ten amendments to the United States constitution took several years. Since that time we have had an example in the difficulty of the United Nations. Incidentally some three years ago a declaration of human freedoms was agreed on but as yet, has not been brought before parliament. In the representations made to the committee in the other place, which committee was presided over with distinction by Senator Roebuck, some recommendations as to terms were made. I shall read a draft declaration of rights which I believe represents, in general, most of the principles to be embodied by such a bill of rights.

I have used as a base the draft declaration from the Senate committee, and have altered, added to or deleted some of its terms. I suggest these as a basis upon

which Canadians might consider the drafting of a Canadian bill of rights or declaration of rights:

Article 1

Everyone has the right to life, liberty and the security of person.

Article 2

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 3

Everyone has the right to recognition throughout Canada as a person before the law.

Article 4

All are equal before the law and are entitled without any discrimination to equal protection of the law.

Article 5

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 6

(1) No person shall be subjected to arbitrary arrest, detention or exile.

(2) Any person who is arrested or detained shall be promptly informed of the reasons for the arrest or detention and be entitled to a fair hearing within a reasonable time or to release.

(3) No one shall be denied the right to reasonable bail without just cause.

(4) No tribunal, royal commission, board or state official shall have the right to compel anyone to give evidence who is denied counsel or other constitutional safeguards.

Article 7

Every person who is deprived of his liberty by arrest or detention shall have an effective remedy in the nature of habeas corpus by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful. Habeas corpus shall not be abridged, suspended or abrogated except by parliament.

Article 8

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 9

Every person is entitled to all the rights and freedoms herein set forth without distinction of any kind such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Article 10

Any person whose rights or freedoms as herein set forth have been violated may apply for relief on notice of motion to the supreme or superior court of the province in which the violation occurred.

There are some who contend that if we set forth all the terms in a bill of rights we may thereby limit our freedoms because we shall thereby be limiting our freedoms to those comprised therein. In its constitutional amendments, the United States

added a provision to meet that possibility and I suggest to that end the final section be as follows:—

Article 11

The above articles shall not be deemed to abridge or exclude any rights or freedoms to which any person is otherwise entitled.

The foregoing are based on the findings of two joint committees on fundamental freedoms and those of two house committees of the Senate. Would such bill of rights containing such terms be binding? Would it not entrench upon provincial rights under the British North America Act? That is a problem that deserves the most serious attention. I do not ask for a bill of rights passed by Parliament which in any way would invade or infringe the rights of the provinces.

It is agreed that in order to bring in a bill of rights to include the rights of both national and provincial jurisdictions it would be necessary to have an amendment to the constitution. There would be no need, however, for an amendment in the constitution for declaration of rights which has been suggested by various newspapers across the country. Such a declaration would be a declaration of idealism, a blueprint, but setting forth and embodying that which Canada accepted when she became a signatory of the United Nations charter. However, in order to determine the question of constitutionality I drafted the bill of rights, with a view to having the Government of this country consider the advisability of submitting for the opinion of the Supreme Court of Canada the question as to the degree to which the fundamental freedoms of religion, of speech and of the press and the preservation of the

2. (a) Halifax	
(b) Saint John	
(c) Quebec	
(d) Montreal	
St. Antoine	
St. Paul l'Ermite	
(e) Ajax	
(f) Winnipeg	
(g) Edmonton	
(h) Vancouver	
(i) Victoria	

3. Information not available.

Health Insurance

March 27

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, I should like to

constitutional rights of the individual included in the draft are matters of federal and provincial jurisdiction . . .

Maintenance of Immigrants

March 26

Mr. White (Middlesex East):

1. How many immigrants are being maintained by the Department of Citizenship and Immigration in each of the following centres: (a) Halifax, Nova Scotia; (b) Saint John, New Brunswick; (c) Quebec, Quebec; (d) Montreal, Quebec; (e) Ajax, Ontario; (f) Winnipeg, Manitoba; (g) Edmonton, Alberta; (h) Vancouver, British Columbia; (i) Victoria, British Columbia, as of March 1, 1952?

2. How many of these immigrants in each of the above centres are: (a) German; (b) from the United Kingdom; (c) all others?

3. Of these totals, how many are age groups: (a) from 1 to 18 years; (b) from 18 to 35 years; (c) over 35 years?

Mr. Harris (Grey-Bruce):

1. (a) Halifax, N.S.	66
(b) Saint John, N.B.	23
(c) Quebec, P.Q.	228
(d) Montreal, Que.	
St. Antoine	154
St. Paul l'Ermite	62*
(e) Ajax, Ont.	239*
(f) Winnipeg, Man.	58
(g) Edmonton, Alta.	95
(h) Vancouver, B. C.	83
(i) Victoria, B.C.	43
Total	1,051*

*The numbers shown for St. Paul l'Ermite and Ajax, Ont., are immigration cases accommodated in labour hostels. The total does not include 554 Department of Labour cases accommodated in immigration halls.

Germans	U.K.	Others	Total
18	1	47	66
7	6	10	23
31	4	193	228
20	1	133	154
..	..	62	62
26	29	184	239
13	7	38	58
8	6	81	95
41	3	39	83
27	..	16	43
191	57	803	1,051

ask a question of the Minister of National Health and Welfare. In view of representations made yesterday to the federal Government by the Trades and Labour

Congress of Canada, will the Minister reconsider the question of establishing at this session a special committee on health insurance?

Hon. Paul Martin (Minister of National Health and Welfare): My hon. friend knows that the Government gives careful consideration to every representation that is made to it. But my hon. friend also knows equally well that there is nothing further that I can add to what I already said on the second day of this session. I would advise my hon. friend that what I said related to the state of the health survey and the sickness survey, which are still in the incomplete stage.

Mr. Knowles: May I ask a supplementary question? Is the Minister aware of the fact that the Saskatchewan health survey report, which is being released today, recommends a national health insurance program? If so, why does his press release about this report ignore that recommendation?

Mr. Martin: The Minister is well aware of many things recommended in Saskatchewan, but he, himself, has to judge as to the validity of those recommendations.

Combines Investigation Act

March 31

Mr. J. G. Diefenbaker (Lake Centre): May I ask whether or not the MacQuarrie committee on combines has brought in a further interim report, and whether, as reported in the press on Saturday, it is the intention of the Government to introduce amendments to the Combines Investigation Act at the present session?

Hon. Stuart S. Garson (Minister of Justice): The MacQuarrie committee has not brought in another interim report. It has filed with me the English copy of its final report, and at present we are awaiting the preparation by Professor Lamontagne of the French copy. When both copies are available, multigraphed copies will be tabled in the house and submitted to Cabinet, and a decision will be reached as to the disposition to be made of the matter.

Mr. Diefenbaker: The other question had to do with the statement by one of the ministers, according to the press, that it was the intention at the present session to bring in amendments to the combines act. I was asking the Minister whether that was the intention of the Government. I am referring to the statement of the Minister of Trade and Commerce (Mr. Howe).

Mr. Garson: I saw the report to which my hon. friend refers, but I am like my colleague the Minister of Agriculture (Mr. Gardiner); I do not take these reports too seriously. The facts are as I have stated. The English copy has been received. The French copy will be made available, I should think, within the course of perhaps a week. At that time both copies will be tabled and an announcement made as to policy.

Federal Grants to Schools

March 31

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, may I ask the Minister of National Health and Welfare whether it is correct that as from tomorrow the federal grant to schools of social work is being discontinued? If so, can the Minister say why, and whether or not this matter will be reconsidered?

Hon. Paul Martin (Minister of National Health and Welfare): . . . As my hon. friend knows, the Government has made grants to universities in the amount of \$7 million; and, as the schools of social work were advised at the time, the Government did not intend continuing a grant that would be covered in part by the moneys appropriated following the recommendation of the Massey royal commission with respect to assistance to the universities. One school of social work will receive some assistance—that is, the school at Halifax—because it is not fully covered under the terms of the grants made to the provinces for assistance to universities. The schools of social work are aware of the situation.

Mr. Knowles: But one of them has already had to close.

Voluntary Revocable Check-off

April 1

Mr. Stanley Knowles (Winnipeg North Centre) moved the second reading of Bill No. 3, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

He said: . . . If this bill became law it would mean that, with respect to workers governed by the federal labour code, a union, properly certified under the Act, could request the employer to agree to the check-off. The check-off would mean that the employer would deduct from the wages of the employee his union dues, and turn them over to the union. Even after a properly certified union asked for the check-off it would still be necessary under the provisions of this bill for each individual employee desiring to have his dues

so deducted to so indicate in writing. Further it is provided that the employee could at any time revoke that provision. Many of us in this House would like to see a wider measure of union security. This is its minimum form.

I would point out that this provision is already contained in the labour codes of several of the provinces . . .

Support for this measure comes not only from the trade unions, who are anxious to have it, but in a wide measure from the public representatives of the various parties in this House . . .

I would point out that in addition to many representations which reach members from local unions across the country—railroad unions in particular, because that is the largest group of workers coming under federal labour jurisdiction—representations to have the check-off in the labour code have been made annually for some time by the Trades and Labour Congress of Canada and by the Canadian Congress of Labour. Not only have these representations been made repeatedly in former years, but in the representations made by each of the congresses to the federal Government only last week they again asked for the inclusion of a check-off provision in the federal labour code.

The only representations I know of which have been made against the voluntary revocable check-off are in the form of a mimeographed memorandum coming from the Railway Association of Canada.

Mr. David A. Croll (Spadina): . . . There are two important words in the bill, the word "voluntary" and the word "revocable". This means that the employees must ask for the check-off, and they can change their minds and cancel it when they so wish. The provinces of British Columbia, Saskatchewan, Nova Scotia, Alberta and Prince Edward Island have the voluntary check-off written into their labour codes. The province of Ontario has not a check-off for the labouring people who come under collective agreements, but on the other hand the farmers of Ontario already enjoy the check-off under Section 315 of the Municipal Act, under which they pay a specified amount to the Federation of Agriculture.

There are many kinds of union security, the check-off being the least possible: I have here a clipping from the *LABOUR GAZETTE*. Speaking of 6,350 manufacturing establishments employing almost 736,500 plant workers during the pay period preceding October, 1950, it says that according to this survey 2,912 establishments reported having collective agreements. Of this total,

1,975 or approximately two-thirds reported having the check-off. There are none of us in this house who question the right of any man to belong to a union, nor do we question the right of anyone to pay dues to a union or of the unions who impose dues. By legislation and otherwise we encourage men to join unions, and we recognize the right of the union to collect dues.

Employers in this country are asking that the unions be more responsible. In return the unions ask for a greater measure of union security. It seems to me that is a fair deal.

Annuities: New Interest Rate

April 4

Hon. Milton F. Gregg (Minister of Labour): I should like to reply to the question asked yesterday . . . (which) was as follows:—

Would the Minister say whether the new $3\frac{1}{2}$ per cent interest rate on Government annuities applies only to contracts taken out after April 1, 1952, or will it apply to moneys paid in after that date respecting contracts taken out during the period when the rate was three per cent?

The answer is that the rate in effect at the time the contract was made applies throughout the life of the contract. As to contracts made when the interest rate was four per cent, that rate continues to apply. As to those contracts made when the rate was three per cent, the same is true. In respect of contracts made on or after April 1, 1952, the interest rate will be $3\frac{1}{2}$ per cent.

Mr. Knowles: Will the Minister permit a supplementary question? When the government prepares the bill to amend the Annuities Act, will consideration be given to the point implicit in my question of yesterday, which the minister has just now placed on *Hansard*?

Mr. Gregg: I will take notice of the question.

Unemployment Insurance

April 7

Mr. G. F. Higgins (St. John's East): I should like to ask the Minister of Labour the present position in respect to fishermen being considered eligible to receive unemployment insurance.

Hon. Milton F. Gregg (Minister of Labour): I thank the hon. member for sending me notice of this question. The Unemployment Insurance Commission carried out a survey of the fishing industry

in 1951, excluding the fish processing portion of the industry, which has always been insurable employment. Consequently we have a good deal of information and I can give my hon. friend a long answer or a short answer. I think I shall give him the short answer, and then if there is any further information the hon. member would like I shall be glad to provide it.

It was found that those engaged in the industry could be classified as follows:—

	Number	Percentage
Masters and owners..	14,094	16
Wage-earners	6,172	7
Sharesmen	49,148	56
Lone workers.....	18,762	21
Total number.....	88,176	

The commission further found that the sharesmen, being in effect self-employed, are not suitable for coverage under the Unemployment Insurance Act. To insure the wage-earners who are employed under a contract of service would not solve the problem as they number only 7 per cent of the total labour force in this industry. Anomalies would be created because of the great extent to which fishermen pass back and forth between the status of wage-earners, workers on shares and lone workers, not to mention woods and farm workers. The nature of the industry, which is highly seasonal, makes it very difficult under present procedures and conditions to apply unemployment insurance even to the wage-earners.

As my hon. friend knows, the difficulties which I have outlined apply with special emphasis to the Atlantic coast fishing industry.

Cost-of-Living Index

April 7

Mr. Noseworthy:

1. From what unions or locals, if any, has the Government received requests for public hearings on the cost-of-living index, and its projected revision?

2. What organizations and/or groups, if any, have been invited by the Dominion Bureau of Statistics to meet with statisticians and present their views on the cost-of-living index?

3. What organizations and groups, if any, have met with the Dominion Bureau of Statistics and/or presented written submissions on the cost-of-living index and its projected revision?

4. What are the terms of reference under which the Dominion Bureau of Statistics has operated and is and will be operating with regard to the cost-of-living index?

Mr. Howe:

1. International Union of Mine, Mill and Smelter Workers, District 8; United Electrical, Radio and Machine Workers of America, District 5 Council and Local 523; United Fishermen and Allied Workers' Union; Vancouver Enamel Workers' Federal Union, No. 291.

2. Canadian Association of Consumers; Canadian Chamber of Commerce; Canadian Congress of Labour; Canadian Federation of Agriculture; Canadian Manufacturers Association; Canadian Retail Federation; Confédération des Travailleurs Catholiques du Canada; Congress of Canadian Women, Lakehead Chapter; International Union of Mine, Mill and Smelter Workers, District 8; Trades and Labour Congress of Canada; United Electrical, Radio and Machine Workers of America, District 5 Council and Local 523; United Fishermen and Allied Workers' Union; Vancouver Enamel Workers' Federal Union, No. 291.

3. Canadian Association of Consumers; Canadian Chamber of Commerce; Canadian Congress of Labour; Canadian Federation of Agriculture; Canadian Manufacturers Association; Canadian Retail Federation; Confédération des Travailleurs Catholiques du Canada; General Motors Corporation; A group of university and other economists outside the federal Government service; Statisticians of other countries; Trades and Labour Congress of Canada.

4. The Statistics Act, 11-12 George VI, Chapter 45. See specifically, Section 3 (a) and Section 32 (1).

Advisory Council on Manpower

April 7

Mr. Hees:

1. What was the date on which the last meeting of the Advisory Council on Manpower was held?

2. Was a report of the proceedings of this meeting published?

3. If so, to whom were copies of this report sent?

Mr. Côté (Verdun-La Salle):

1. February 26, 1952.

2. Yes.

3. The report was sent to the following: the news services (Canadian Press, British United Press, and Reuters), members of the press gallery, the *Ottawa Journal*, the *Ottawa Citizen*, *Le Droit*, English and French weekly newspapers, some editors of English and French daily newspapers who have requested copies of all releases, farm papers, labour papers, Ottawa radio stations,

Department of Labour officials, Unemployment Insurance Commission officials, chairmen, secretaries, and members of regional, local, and national employment committees, National Employment Service offices, other government offices (dominion and provincial), trade union officials, associations who have requested to be on regular mailing list, members of the National Advisory Council on Manpower, and to a miscellaneous list of individuals who have requested all news releases issued by the Department.

Unemployment Insurance Benefits

April 7

Mrs. Fairclough:

What were the total amounts paid in unemployment insurance benefits in January, February and March, respectively, of the current year?

Mr. Coté (Verdun-La Salle): January, \$14,012,496.88; February, \$15,571,156.15.

March figures are not available yet.

Annuities

April 8

Mrs. Ellen L. Fairclough (Hamilton West): I should like to direct a question to the Minister of Labour. In view of the payment of old age security commencing at age 70, has consideration been given to permitting the modification of existing contracts for deferred annuities so as to pay a greater annuity up to age 70 which would be reduced by \$40 a month after age 70?

Hon. Milton F. Gregg (Minister of Labour): Yes, this is one phase of the question of annuities that is being studied by our officials.

Combines Investigation Act

April 9

Hon. Stuart S. Garson (Minister of Justice): Mr. Speaker, on March 31 last I informed the House that I had received the report of the committee appointed to study combines legislation, which has come to be known as the MacQuarrie committee. I explained at that time that I was delaying the tabling of the report until we could get the French translation of it. I am now tabling the final report, mimeographed in French and in English.

... It is the intention of the Government after the Easter recess to introduce legislation based upon the report.

Mr. George A. Drew (Leader of the Opposition): I should like to ask the Minister whether the report recommends the setting up of some body to examine matters coming under the Combines Investigation Act, which body will be an intermediate stage between the Investigation Division and the Combines Branch.

Mr. Garson: No, I do not think I would put it quite in that way.

Mr. Drew: I am sorry—between the Combines Branch and the Minister.

Mr. Garson: The report, which will of course speak for itself, proposes that the present functions exercised by the Combines Branch—of starting a preliminary inquiry, making an investigation and then reporting to the Minister—shall be divided between two bodies. One body will make the inquiry and investigation, and then the reporting body will consider the evidence and make the final report to the Minister.

Recent Amendments to Ontario Compensation Act

Private citizens who are commandeered by the police to assist in the arrest of criminals and in the preservation of order will, if injured while following police orders, be protected under the Ontario Workmen's Compensation Act as a result of an amendment to the Act which received royal assent April 1 at Toronto. For the purposes of the Act, the average earnings of such a person will be deemed to be his average earnings at his regular employment but not less than \$15 a week nor more than \$4,000 a year.

Other amendments receiving royal assent extend the provisions of the Act to

volunteer fire fighters and "learners" in an industry and permit employees of designated accident prevention associations to come under the superannuation plan of the Workmen's Compensation Board.

The amendments respecting private citizens and fire fighters are in line with the recommendations contained in the report of Mr. Justice Roach on the Ontario Act.

During the last two years, "learners" have been brought under the compensation acts of Manitoba, Saskatchewan and Prince Edward Island.

Canadian Labour in Agreement on Main Requests, Recommendations

Comparison of the briefs presented to the Government by Canada's four major labour organizations indicates that all are in basic agreement on major problems, differing only in degree and in "special" subjects

When organized labour makes its representations to the federal Government, it speaks for a large and growing number of the country's citizens. Does it, however, speak with unanimity?

An answer to that question is provided by a study of the annual briefs recently presented to the Cabinet by Canada's four principal labour organizations: the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour and the Railway Transportation Brotherhoods, whose aggregate membership comprises close to one million workers. The recommendations outlined in these briefs indicate that the four groups are indeed in agreement on the main problems facing the worker from Newfoundland to British Columbia.

The representations made by these four labour groups to the federal Government touched on a variety of issues ranging from housing to health, the calendar to controls. The TLC made more varied representations, the Railway Brotherhoods more technical ones and the CCCL's reflected more the thinking of Roman Catholic French-speaking Canadians. Of this variety of recommendations, 15, most of which were included in all four briefs, have been analysed here to show whether labour's aims are identical although expressed through four spokesmen.

The conclusion drawn is that one million workers, affiliated to four different organizations, are basically in agreement. Variations, where they exist, show up more in the wording of the representations and in the degree of their claims than in the basic principles involved. Again, specific recommendations, of technical nature or pertaining to local conditions, show differences but the goal is the same.

An analysis of these 15 recommendations made to the Government shows only one main difference—on resale price maintenance. The TLC and the Railway Brotherhoods make no mention of this subject and their views, as seen through their briefs, are therefore not known. But the

opinions of the other two main union groups differ. While the CCL states that there is not the slightest evidence that the legislation abolishing resale price maintenance has had any effect and that in no way does it take the place of adequate price control, the CCCL congratulates the Government for putting this legislation into effect. The CCCL, however, points out that this legislation is not sufficient.

Of the 15 topics analysed, the TLC, in its brief, makes its opinion known on 14 of them, leaving out resale price maintenance. The CCL touches on all 15, while the CCCL speaks on 12 and the Brotherhoods on seven. The CCCL does not make its opinion known, through its brief, on the Annuities Act, health insurance and a national labour code. It agrees with the TLC and the CCL on 11 of the 12 subjects.

The Brotherhoods touch only on seven of these 15 points but, in all cases, are in accord with the TLC and the CCCL.

This is not to say that there exist no differences in the views of the four major labour organizations in Canada. But these differences are largely ones of degree.

All four agree, for instance, on the advisability of accepting immigrants; all four agree, again, that certain restrictions should be enforced. Where the four are not in complete accord is on the nature of these restrictions. On the subject of income tax, all four bodies wish for more generous exemptions but they do not all agree on the amount of the exemptions. The same applies to old age security: while all four agree that the pensions should be increased and start at an earlier age than 70 years, they are at odds as to the amount by which these pensions should be increased and as to the age at which these pensions should be given.

It is only in the "special" recommendations in the briefs that differences between the four groups become apparent. Thus the CCCL wishes for a Canadian ambassador to the Vatican; as the other three organizations do not mention this question in their annual briefs, nothing indicates

whether they are in favour or not of such a move. The Railway Brotherhoods are deeply concerned with the Doukhobor problem; the other three unions may or may not agree with the railwaymen but their opinion is not made known through their briefs.

The fact remains that Canada's four major unions, on important topics, on subjects of concern to the labour force are of one thought.

Immigration

The four major Canadian labour organizations are all in favour of immigration, conscious of the fact that Canada has certain obligations towards refugees and displaced persons and also aware that the country can benefit from a larger population; but they also agree that it must be a limited, regulated and selective immigration. Thus, in recommending a revision of the Government's immigration policy, the TLC wants all immigration to cease in the winter and off-seasons and would also like to see the Department of Labour charged with the responsibility for immigration. The CCL speaks in the same vein and so does the CCCL. The Brotherhoods would restrict immigration, in off-seasons, to those coming from Commonwealth countries and the United States. The union briefs also point out that work, as well as housing, must be available for immigrants.

TLC—Canada requires a far larger population to assist in its development, to aid in its protection, and to furnish wider and more adequate home markets. . . . We recommend a complete revision of your Government's immigration policy We request that all immigration cease in the Winter and off-season months . . . that immigration be made the responsibility of the Department of Labour.

CCL—The Congress is not opposed to immigration. It has always recognized our obligation to take as many displaced persons and refugees as we could. It has steadily supported bringing in all the people the country can absorb. But we must not bring in more than that; we must not bring them in during the Fall and Winter seasons, when it is hardest to find jobs for them; we must not send them to the parts of the country where jobs are scarcest; and we must make a serious attempt to house them . . . It is obvious that there should be the closest integration possible between the Department of Labour and Immigration in dealing with this important matter.

CCCL— . . . Canada has the duty to receive here immigrants coming from over-populated or less fortunate countries . . . this immigration must be limited, regulated according to the

resources of our country and always subjected to careful selection methods. The workers still believe that the Government, in receiving immigrants here from other countries, must look after their welfare and see that they find here reasonable living conditions for themselves and their families.

Brotherhoods—We would now urge that greater care be taken in selecting and in screening prospective immigrants. We . . . request your consideration to restricting immigration, except from Commonwealth countries and the United States, during periods of seasonable unemployment.

Price Controls

The four main trade union organizations again urge the Government to re-impose price control. Their recommendations vary in form and extent but all agree that the re-establishment of the control of prices is the best means to obtain an adequate standard of living for the worker.

TLC—We have repeatedly sought the re-imposition of the control of prices, and especially in the basic necessities of life. This our Government has refused to do. Instead, credit restrictions have been imposed. These have proven in operation to be bad class legislation.

CCL—We have no hesitation in expressing our opinion that the action of the Government in removing price and rent controls has cost the people of Canada billions of dollars . . . We believe that the credit restrictions should be further mitigated or abolished.

CCCL— . . . again requests the control of prices and the amendment of the Combines Act.

Brotherhoods— . . . that action be taken to implement price control and to roll back prices in order that all Canadian citizens may obtain an adequate standard of living.

Taxation

Pleas for the lowering of taxes are contained in all the briefs of the four labour bodies. The TLC, the CCCL and the Railway Brotherhoods call for higher income tax exemptions while the CCL protests against the increase in the sales tax. The TLC, the CCCL and the Brotherhoods all request individual income tax exemptions of \$1,500 and of \$3,000 for married persons but, while the first two ask for a \$400 exemption for each dependent, the Brotherhoods raise this to \$500.

TLC—We request that the exemptions be set at \$3,000 for married persons and \$1,500 for single persons. We further request that \$400 be exempt for each child and complete exemption of family allowances as well as of income of children eligible for family allowances

... This would seem a very opportune time to review the entire income tax situation and adjust the impact of these levies upon the population ... We are also aware that the current high taxes on cigarettes, cigars and tobacco have dislocated this business and caused unemployment ... We reiterate our objection to all forms of sales taxes ... We also request that union-operated pension plans receive the same consideration for income tax purposes as is now enjoyed by company-operated and sponsored plans for pensions and superannuation.

CCL—The Congress wishes to protest against the increase in the sales tax from eight to ten per cent, and also the increase in excise tax.

CCCL—... requests that the individual exemption from income tax be \$1,500 for the single person and \$3,000 for married people, plus an allowance, in the latter case, of \$400 for each dependent ... that the wage-earners be permitted to deduct from their income tax report all amounts paid for unemployment insurance and sickness-hospitalization insurance and that a deduction of 10 per cent of revenue be allowed for charity, without being necessary to produce receipts.

Brotherhoods—... that statutory exemptions be increased to \$1,500 for single taxpayers; \$3,000 for taxpayers with dependents; \$500 for each dependent not eligible for family allowance ... the term "dependents" include those who, regardless of age, are attending universities, colleges and other educational institutions, as well as those taking vocational training courses; and that all expenditures made by the taxpayer for medical and dental care be deductible in computing taxable income.

Unemployment

This problem, as their briefs show, causes a lot of concern to the labour unions. While the railwaymen's brief does not mention unemployment as such, it refers to it when recommending that immigration be limited in periods of seasonal unemployment. The other three groups are definite, however, as to an unemployment problem and offer a number of remedies. The TLC wants a program of public works; the CCL offers a five-point program ranging from higher unemployment insurance benefits to closer co-operation between the Departments of Labour and Immigration; the CCCL blames a decrease in buying power and the Government's fiscal policy.

TLC—Unemployment is increasing at an alarming rate. Not all of it by any means can be charged to seasonal layoffs ... We request that your Government take immediate steps to inaugurate a substantial program of public works.

CCL—The number of unemployed has reached alarming proportions. (The CCL then drew attention to a lengthy article published in its monthly bulletin *Labour Research*, analysing the problems and outlining solutions.)

CCCL—The unemployment situation which affects certain industries ... takes away much of the illusion of the apparent prosperity of Canada ... The decrease in buying power of the consumers because of the increase in the cost of living and the fiscal policy of the Government seems to be at the origin of this unforeseen upset which has thrown out of work thousands of family bread-winners.

Unemployment Insurance

Labour unions are vitally interested in unemployment insurance and feel that the Act and Regulations should be constantly under review in order that they might be improved. As a whole, unions wish for increases in the benefit rates, reduction and ultimate elimination of the waiting period, elimination of the restrictive provision regarding married women and extension of coverage. Every union, in its representation to the federal Cabinet, touched on a number of technical points which, it thought, should be amended.

TLC—We strongly recommend that the benefits as now paid be increased by not less than 50 per cent ... that benefits be paid for all statutory holidays ... that (for married women) the 90 days now required to re-establish benefit rights be reduced to 60 days.

CCL—There is still considerable room for improvement in the Act. (There follow six proposals suggesting removal of the provision requiring recency of attachment to the Labour market; increase in the benefit rates; reduction and elimination ultimately of the waiting-period; elimination of the restrictive provision regarding benefits to married women; extension of supplementary benefits to the whole year and extension of coverage to include employees of hospitals and charitable institutions.)

CCCL—We intend to present a special memorandum to the Advisory Committee ... (There follow six proposed amendments on much the same points as the CCL. Noted difference: determination of a new method of establishing the number of days a worker has worked in a week when on part time. Suggested method: dividing the total hours actually worked by the number of hours in the normal working day.)

Brotherhoods—... the Act does not fulfill adequately the needs of the unemployed person and the one who is incapacitated because of illness. It is requested that a study be made with a view to amending the Act so that,

- (1) the nine days' waiting period be reduced to three days;
- (2) employees of hospitals and charitable institutions, not carried on for purpose of gain, will be covered, and
- (3) all insured workers will be covered by sickness disability insurance.

Housing

The housing situation, the need for low-rental housing, is another problem which finds the four groups in complete accord. Suggested remedies vary but the four organizations agree that housing should be given a high priority, second only to defence construction. The TLC suggested reduced down payments, the CCL wants unnecessary construction stopped, and the CCCL favours a national housing program.

TLC—We . . . request that a high priority be placed upon home-building, and that the down payments be reduced.

CCL—Low-rental housing should be given priority, equal only to defence construction, and unnecessary construction should be stopped.

CCCL—The policy of the Government on the question of housing is creating much discontent among the population . . . we do not see why it would not permit the carrying out of a national housing program.

Brotherhoods— . . . the housing problem in Canada is still a national emergency, second only to the national defence program.

Old Age Security

All four major labour organizations agree that Old Age Security pensions should be increased and that the qualifying age should be lowered, but not to the same degree. Thus, while the other three groups want the pension paid at age 65, the CCCL wishes women to receive the pension at age 60. On the other hand, the CCCL recommends a pension of \$50 while the TLC and the CCL request benefits of \$65. The Railway Brotherhoods do not state any amount but agree it should be increased. The CCL further recommends an escalator clause for pensions on the cost-of-living index.

TLC— . . . the qualifying age (should) be lowered to 65 for men and women . . . the monthly pension (should) be increased to \$65.

CCL— . . . the amount of \$40 per month is wholly inadequate and would urge that Old Age Pensions of \$65 per month be payable at age 65 without a means test . . . that provision be made for an escalator clause in the Old Age Pensions Act which will make it possible to compensate for increase in the cost of living.

CCCL— . . . the Government should lower to 65 years for men and 60 years for women the age for admission to pension and this without the means test and to fix the amount of the pension at \$50 per month.

Brotherhoods—We had been hopeful that the allowance of \$40 per month would be greater and that the qualifying age would be 65 rather than 70.

Health Insurance

For three unions—the CCCL makes no mention of the subject in its annual brief—the need for a health insurance scheme is a pressing one in Canada. Only the wording changes in the requests to the federal Government.

TLC— . . . the early inauguration of a nation-wide health insurance scheme should be considered.

CCL—The absence of a health insurance scheme is the biggest gap in our social security system.

Brotherhoods—We would . . . request that your Government give consideration to adopting a national health insurance scheme which will insure adequate and timely medical treatment, hospitalization and dental services.

Imports

The labour organizations, with the exception of the Brotherhoods, who do not make any mention of the subject, agree in their denunciation of the importation of goods, especially textile products. The TLC argues that imports have reduced the demand for Canadian products, the CCL speaks of "dumping", while the CCCL is particularly concerned with imports as it affects the glove industry.

TLC— . . . the continued importation of goods . . . has resulted in reduced demand for the products of our own factories. These imported goods have not served to bring down prices; they have, on the contrary, been the cause of lay-offs in many lines of manufacturing.

CCL— . . . urges further controls on the import of textiles particularly the dumping of "distress" textile products from the United States.

CCCL—The Government should grant a more effective protection to our glove industry.

Annuities Act

Two of the four principal labour bodies express the desire in their briefs to see amendments to the Annuities Act. Both the TLC and the CCL voiced their disappointment that the bill to amend the Act was dropped.

TLC—This Congress was very disappointed when the legislation to improve the status of government annuities was dropped . . . at the last session of Parliament.

CCL—The Congress deeply regrets the Government's apparent decision not to reintroduce at this session its Bill to amend the Annuities Act . . . urges the Government to reintroduce this Bill before the present session ends.

National Labour Code

Two groups speak of the need for a national labour code, pointing out the need for uniformity in industrial relations.

TLC—We request that . . . your Government gain the power to extend the provisions of the federal labour code to all parts of Canada in order that industrial relations may develop and improve under one set of rules and regulations.

CCL— . . . urges the establishment of a National Labour Relations Act which will ensure uniform labour relations legislation and administration throughout Canada.

Economic Assistance

Financial aid to under-developed countries is hailed by three unions—the railwaymen's brief does not touch upon this topic—as the best weapon to fight Communism.

TLC—We have noted with pleasure the financial aid given through the United Nations and the co-operating countries of the Commonwealth for the development of under-developed areas.

CCL—We should like again to urge the Government to review its efforts, through the Colombo Plan, and otherwise to assist the countries of South-East Asia with a view to determining whether or not the assistance which has been provided is adequate or commensurate with our obligations.

CCCL—Communism is a world menace which will not be beaten on battlefields but on social and economic grounds . . . As long as millions of human beings are deprived of the necessities, as long as wealth is not more fairly distributed, as long as the dignity of man is not respected, the world will remain in a state of violence in which a war may be started.

Resale Price Maintenance

The Government's legislation on resale price maintenance finds the unions at odds. While the TLC and the Brotherhoods do not make mention of it, as such, in their annual briefs, the CCL states that the abolition of resale price maintenance has had no effect. The CCCL, on the other hand, congratulates the Government for this piece of legislation, pointing out, however, that it is not sufficient to help the consumer.

CCL—The fact is that there is not the slightest evidence that the legislation (abolishing resale price maintenance) has had any effect whatsoever.

CCCL—We wish to congratulate here the Government for its recent legislation on resale price maintenance. However, this measure will not be sufficient to correct all the abuses of which the consumers are victims.

Massey Report

The Massey Report has been well received by the four main trade union organizations. Only the Brotherhoods do not make mention of the report, as such, but they commend the federal Government for its aid to education. Federal aid to education is also emphasized by the TLC and the CCL while the CCCL, which ignores this subject while reminding the Government of the existence in Canada of two cultures, draws special attention to the Report's note on free broadcasts, by Labour, on the CBC network. The CCCL, on the other hand, is the only union to comment (favourably) on the appointment of His Excellency Mr. Vincent Massey as Governor General of Canada.

TLC— . . . is pleased to note the decisions of your Government, and of their approval by Parliament to accept the recommendations of the Royal Commission . . . in so far as these related to the CBC and the extension of federal grants to our Canadian Universities. We urge your government to act speedily on the other recommendations.

CCL— . . . welcomes the action the Government has taken to carry out the recommendations of the Royal Commission.

CCCL— . . . constitutes a unique inventory of the arts, letters and sciences in Canada. It will surely favour the advancement of culture as long as the affinities and the aspirations of the two principal ethnic groups which make up this country are respected.

Brotherhoods—We wish to commend your Government for the announced intention to render financial assistance to all Canadian Universities.

Government Employees

A wider scope of collective bargaining was advocated for employees of the Government by the TLC, the CCL and the CCCL. The Railway Brotherhoods made no reference to these employees in their brief. The TLC specifically calls for shorter working hours, greater coverage and the right to choose their own bargaining agent. The CCL includes in this the check-off of union dues.

TLC— . . . that they be granted the 40-hour, five-day week . . . that the employees of the Government of Canada be accorded full coverage under the Act . . . that they be granted the right to choose their own bargaining agent, to seek and obtain certification, to conclude signed collective agreements.

CCL— . . . urges recognition of the right of Government employees, including

those of Crown companies, to organize and bargain collectively with respect to wages and working conditions and all other employer-employee relationships, including the check-off of union dues.

CCCL—... Federal civil servants and employees of the Queen's Printer, in their legitimate union activities, are faced with obstacles which often make illusory their right of association.

Inquiry Board Submits Report on B.C. Industrial Conciliation Act

Legislative committee recommends establishment of a labour-management council, modification of supervised strike vote, strengthening of the unfair labour practices section, new provision concerning injunctions

The opinion that a joint council composed of representatives of labour and management to deal with the broad aspects of relations between both groups would contribute to a better understanding of their common problems was expressed by the Industrial Conciliation and Arbitration Inquiry Board in its report to the British Columbia Minister of Labour. The report was submitted February 7 and tabled by the Minister in the Legislative Assembly on February 22.

The Inquiry Board was authorized by a 1951 enactment of the British Columbia Legislature to inquire into and investigate the British Columbia Industrial Conciliation and Arbitration Act. The members were: Arthur J. R. Ash, Chairman; B. M. MacIntyre, J. D. McRae, A. J. McDonnell and Arthur J. Turner. The first three members signed the report; the last two filed separate minority reports.

The Board held public hearings during a 28-day period in ten centres in the province. The opinions of 38 labour organizations and 38 employer associations were presented to the Board in 57 briefs. Representatives of professional groups and municipalities were also heard.

In its general recommendations, in addition to proposing the establishment of a labour-management council, the Board recommended that the Lieutenant-Governor in Council "afford authorized representatives of all British Columbia Government employees facilities to negotiate salary adjustments and working conditions" and, in the event of settlement not being reached, that the matters in dispute be referred to arbitration.

In regard to the Labour Relations Board procedure, the Inquiry Board recommended

that all regulations, rules of procedure and all standard forms used in the administration of the Act be printed as appendices to the Act and that all amendments be gazetted. Any change should also be reported in the Labour Relations Board's weekly report. The Inquiry Board also recommended that the Labour Relations Board, when announcing its decisions, give some elaboration of such terms as "not in accordance with established trade-union practice" and "not appropriate for bargaining." It was considered that decisions of the Board should be recorded in writing, showing which members supported a decision and which members opposed it. The Board strongly recommended that the per diem remuneration of Chairmen of Conciliation Boards be substantially increased.

Among the major changes recommended is one concerning the government-supervised strike vote provided for when the Act was passed in 1947. The Inquiry Board proposed that the Labour Relations Board's responsibility be limited to scrutinizing the taking and counting of the vote, and also that the provision be deleted which authorizes the Board to direct a vote on an offer of settlement where employees are on strike or locked out.

A further significant proposal is the inclusion of a section requiring the permission of the Labour Relations Board to apply for an injunction in a labour dispute.

Other recommendations would exclude professional workers from the Act, strengthen the unfair labour practices section, and speed up conciliation procedures. The Inquiry Board's recommendations are set out below in the order in which the relevant sections appear in the Act.

A change in the definition of "employee" was proposed, so as to exclude professional persons in the same terms as in the federal Industrial Relations and Disputes Investigation Act and in most other provincial labour relations Acts. As the Act stands, professional employees are not excluded. The suggested amendment would also change the subsection excluding employees exercising managerial functions and those employed in a confidential capacity by adopting the wording of the federal Act, which gives the Labour Relations Board discretion to determine what employees fall within this category.

A proposed change in the definition of "labour organization" would provide that only a trade union or association that has *as its prime purpose* (now "has as one of its purposes") the regulation of relations between employers and employees could apply for certification as bargaining authority, and a trade union or association of employees outside the province could not apply. The applicant could be a provincial or local branch of an international, national or provincial organization.

A recommended change in the section setting out unfair labour practices would specifically prohibit an employer from inducing an employee to refrain from becoming or continuing to be a member of a trade union or employees' organization by means of "a wage increase or otherwise altering any other term of employment". The section now prohibits intimidation, dismissal or threat of dismissal, the imposition of a penalty, or a promise, or in general exercising pressure by any other means.

It is also recommended that, where the Board finds that an employer or labour organization has committed an unfair labour practice, it must, in addition to directing the employer or labour organization to cease doing the act, also direct that the act so done be rectified.

A proposed new provision dealing with application for certification would write into the Act the stipulation that, where an application for certification is pending, strikes and lockouts are prohibited and no employer may increase or decrease rates of pay or alter any term or condition of employment.

The Inquiry Board also recommended a change in the section dealing with the certification of a trade union for a craft group so as to provide that, where an industrial-type union is certified as the bargaining authority for a group of employees and where a collective agreement is in effect between the employer and

that union, a craft union may not apply for certification for any of the employees in that group until ten months after the agreement has come into effect.

The Inquiry Board also recommended that the definition of "unit" be amended to make clear that a unit may consist of one employee as well as a group of employees.

Several changes were proposed to speed up procedures under the Act. Under these proposals, the time during which collective bargaining must have continued before the parties can ask for a conciliation officer would be reduced from ten to five days; the period within which a conciliation officer must submit his report, from ten to five days. Where the Labour Relations Board has decided to appoint a conciliation board, three days instead of five would be allowed for each party to nominate a member and for the two members when appointed to nominate a chairman. The Inquiry Board further recommended that within fourteen days of the sending of the report of a conciliation board to the parties concerned, each party be required to notify the Labour Relations Board of its acceptance or rejection. To avoid delay, where both parties are willing to accept the award of a conciliation board as binding, the Inquiry Board would provide for the appointment of a conciliation board at any time regardless of other provisions of the Act.

The Act as it stands provides that no person may declare or take part in a strike until after a vote of the employees in the unit has been taken and the majority of such employees who vote have voted in favour of a strike, and the Labour Relations Board is required to supervise the taking and counting of the strike vote. The Inquiry Board recommended limiting the responsibility of the Board to *scrutinizing* rather than supervising the vote, and would add the provision that if in the opinion of the Board the vote was not conducted in accordance with the Act, another vote may be ordered.

The Inquiry Board also would delete the section of the Act which permits the Labour Relations Board, where employees are on strike or locked out, to direct that an offer of settlement be submitted to a vote supervised by the Board.

The Inquiry Board would retain the provision in the present Act requiring the consent in writing of the Labour Relations Board to institute a prosecution for an offence under the Act, and would add that all prosecutions for which consent has been granted must be instituted within three

months. An entirely new provision is proposed: that "no application for an interim injunction in a labour dispute shall be instituted except with the consent in writing of the Labour Relations Board."

Minority Reports

A. J. McDonell subscribed to the majority report with two reservations, the recommendations concerning injunctions in labour disputes and the supervised strike vote.

In his view, the proposed requirement that employers and labour organizations be entitled to apply for an interim injunction in an industrial dispute only with the permission in writing of the Labour Relations Board would remove from these groups the privilege common to all citizens of going directly to a Supreme Court judge and applying for an injunction.

He would retain the government-supervised strike vote, considering that this provision was a progressive step in labour-management relations and that its removal would be contrary to the best interests of organized labour. He pointed out that, under the Labour Relations Board's supervision, 144 strike votes were supervised during 1951 and each decision was accepted as an honest expression of the desire of the employees to strike or not to strike.

A. J. Turner, although he supported the majority of the decisions recorded in the report, would have gone further. He would have recommended broadening the definition of employee to include all workers except those employed in a managerial or confidential capacity and professional workers. He made the definite recommendation that employees of the Crown, whether employed directly or by a body set up by the Government, should be allowed the right to use the provisions of the Act.

Mr. Turner also recommended amendments to the section which sets out the powers of the Labour Relations Board so as to provide that "nothing in this Act shall allow the Board to interpret the constitution of any trade union or to rule on its jurisdiction". He expressed the conviction that eligibility for membership within a union is strictly a concern of the union on one hand and the worker on the other, and that the practice of the Labour Relations Board of examining union constitutions to determine eligibility for membership should be discontinued. He would therefore also change the section which reads:—

3. (1) Every employee shall have the right to be a member of a trade-union or

employees' organization in which he is eligible for membership and to participate in the lawful activities thereof,
to

Every person is free to join a trade union of his own choice and to participate in its lawful activities.

He agreed with the majority report that in certain cases the reasons for decisions of the Labour Relations Board should be published, and recommended also that the reasons of dissenting members should be given, holding that "the knowledge and acceptance of the principles and purposes of the Act can only be extended when full information is available."

Mr. Turner would delete from the Act Section 62, which provides that if employees have gone on strike contrary to any of the provisions of the Act, the Board may cancel the certification of the bargaining authority for these employees. He pointed out the difficulties of applying the section where large numbers of employees are involved and of determining in border-line cases whether a strike was illegal, stating that "a law which is sometimes applied and sometimes ignored gives rise to a grave doubt of its value." Further, the Board has wide scope to deal with violations of the Act under other sections.

In his view, cancellation of certification should be confined to a situation where the Board is satisfied "that the labour organization has ceased to be a labour organization or that the employer has ceased to be the employer of the employees in the unit" or where, after ten months have elapsed since the date of certification, the Board is satisfied that the labour organization has ceased to represent the employees in the unit (Section 12 (7)).

As regards the pre-strike vote, Mr. Turner would add a provision that "no employer or employer's representative shall be present during the taking or counting of the vote." The presence of scrutineers named by the Labour Relations Board should be sufficient guarantee that a vote is secret and conducted fairly.

He considered that the Executive Council had placed certain responsibilities of administration and interpretation of the Act upon the Labour Relations Board which should rightfully be assumed by the Minister in view of Section 76 which reads: "The Minister shall be charged with the administration of this Act."

As a method of reducing bargaining time, he would empower the Board, by agreement with the bargaining parties, to permit a dispute to be submitted to a

conciliation board without the intervention of a conciliation officer, or to consider the report of a conciliation officer as the end report to be accepted or rejected.

Lastly, he strongly recommended that where bargaining is conducted jointly on

behalf of a number of certified units with a number of employers, the vote on acceptance or rejection of the award should not be counted and recorded as from each separate unit but should be regarded as a single vote for the purposes of the Act.

Farm Manpower in Canada's Expanding Economy

In a speech to farmers in Alberta, George V. Haythorne, Director of the Economics and Research Branch, Department of Labour, reviewed the current employment situation and the outlook for farm labour in 1952

"Agriculture, of all the industries in Alberta, still has by far the largest number of workers; our estimate of the number of workers in agriculture in the northern part of the province served by the Edmonton National Employment Service Office is 36 per cent of the 170,000 total for all industries," said George V. Haythorne, Director, Economics and Research Branch, Department of Labour, in a speech on "Farm Manpower in Canada's Expanding Economy" delivered at an agricultural short course in Edmonton. The course was sponsored by the Edmonton Chamber of Commerce and the Alberta Department of Agriculture.

"At the same time," continued Mr. Haythorne, "the expansion of oil and mineral production, which has had an important impact on our national economy and has brought diversification to Alberta industry, has also intensified the difficulties of manpower for agriculture.

"In 1951, non-farm industrial investment in Alberta, it is estimated, totalled close to \$100 million, some \$60 million more than in 1950. This rapid industrial development in Alberta is not unique in Canada but it does provide a striking example of what has been happening to the changing patterns of manpower in the country as a whole."

Mr. Haythorne continued:—

During World War II, there was a steady expansion in manufacturing which did not slacken much after 1945. The large backlog of civilian requirements in Canada as well as waiting export markets kept production and the demand for labour in the economy high. There was some slackening in the demand in the fall and winter of 1949-50; but after the outbreak of war in

Korea in the summer of 1950, the demand for labour increased with the development of the defence production program and with the added impetus given to resource development.

The defence effort as well as the upswing in domestic demand for civilian goods placed a strain on the economy. In view of this, the Government developed, as you know, measures to curb excessive buying and to see that vital materials were allocated for defence needs.

These measures have helped to bring demand and supply forces in the country more nearly into balance. Employment has expanded in those industries, such as aircraft, shipbuilding, mining and construction, which are most closely connected with our defence production program. On the other hand, moderate declines have occurred in other industries supplying consumer goods such as furniture, electrical appliances and automobiles. Employment is higher throughout the country than a year ago but the gain in employment is not as large as the increase in the size of the labour force. There are, as a result, more people looking for work today than a year ago in all of our National Employment Service regions, with the exception of the Prairies. This, of course, is the time of year when seasonal unemployment in Canada is usually at its peak.

As we look ahead into 1952, it seems clear that most of those industries which compete directly with agriculture for manpower will continue to expand in 1952. Available reports suggest an increase of almost 10 per cent in general construction activity across Canada. There is likely to be continuing expansion also in some phases of metal mining, power developments, oil and associated service industries. An indication of the size of our total defence production effort is a current expenditure rate of \$125 million a month and this is expected to rise substantially before a peak is reached.

The influence of these developments on manpower is certain to be felt more acutely in some parts of Canada than in others. Alberta, and especially the area around Edmonton, is likely to be one of the areas

where the labour situation will be tight. Here, there will be a heavy volume of construction because of the development of oil and gas, the industries associated with them, and the work on various military projects centered in this region. The labour requirements for much of this work will coincide with seasonal demands for agricultural workers, which may be higher than usual because of the harvest carry-over from last fall.

The fact that transportation, construction and, to some extent, lumbering in northern British Columbia draw many of their men from this district places an added strain on the available pool of manpower.

During the year ahead then it looks as though it will be difficult once again to secure an adequate farm labour force in most parts of Canada. Because of the developments taking place here this is likely to be particularly the case in this area.

At this point, Mr. Haythorne posed a question: Why has agriculture had, and is still having, difficulty in obtaining workers? He then suggested some answers, some related to forces operating outside agriculture, some related to developments within.

In 1900, when our total labour force in Canada was under two million, there were around 700,000—or two out of every five workers in Canada—in agriculture, while only one out of five was in manufacturing. In 1920, still over one-third were in agriculture. It was not until the big upsurge in manufacturing took place during the past ten to 15 years that the numbers in manufacturing began to exceed those in agriculture. Today there are around one million workers in agriculture, which is under twenty per cent of our total labour force of 5,200,000. The number in manufacturing is now closer to twenty-five per cent.

The expansion of manufacturing and other urban industries such as service and trade has not only brought many job opportunities but has also brought improved working conditions, higher wages and social security measures, all of which have tended to encourage the flow of men and women away from agriculture.

Urban industries, however, have not been alone in attracting people from the farm. The expansion of other primary industries, especially mining and logging, power projects, and the growth of highway, and other forms of transportation, have frequently presented what appeared to be greener fields to younger members of the farm population. Since the end of the war, expansion in these non-manufacturing industries across Canada has probably drawn as many if not more workers away from the farm than has the expansion in urban industries. This is especially true of construction, mining, and oil well development, where the peak operations tend to coincide with those of agriculture. Some farm manpower has also been lost to logging, especially those sections of the industry which operate for the greater part of the year. In most instances, however, logging has served as a stabilizing influence on farm manpower by offering work during the off-season.

Besides the relatively high wages—and, incidentally, average weekly earnings in non-farm industries in Alberta in 1951 were

nearly \$51, almost as much as in Ontario and British Columbia—shorter working hours and other improved working conditions, life off the farm has had other attractions for farm people. Cities and towns with their recreational facilities, libraries, often better schools and other modern community conveniences have a strong appeal for some rural people, entirely apart from whether or not those who move will be better off, economically or socially speaking, in the city.

While these influences on the farm working population have been felt over a period of years, the strength of them is governed sharply by the general economic conditions prevailing in the country. This fact was clearly demonstrated during the depression years of the thirties on the one hand and during the years of full employment of the forties on the other.

While developments outside agriculture have frequently made it hard for farmers to obtain labour, Mr. Haythorne said, they have not always worked to the disadvantage of agriculture. The expansion of industry has given rise to larger markets for farm goods, he pointed out.

You will all agree, I am sure, that the expansion of these industries has given rise to larger markets for farm goods. The farm machinery industry, the fertilizer industry, the trucking industry and others have made even more direct contributions to the development of agriculture. Furthermore, with a relatively high birth rate among many farm families, it is fortunate, especially in areas where agriculture is not expanding, that opportunities for employment exist elsewhere. It would be unfortunate, in other words, as we saw during the thirties, for the normal flow of workers out of agriculture to be stopped. But if this flow is large, it can soon deplete agriculture of workers who are badly needed.

Turning to some of the forces within agriculture that have made it difficult from a manpower point of view, Mr. Haythorne said:—

Going back to the early days in the West, the expansion of agriculture itself made it difficult to keep workers on the farm—not only in the West but in the East! In those days, land was plentiful and labour was scarce—so that as soon as a son was old enough to go west, farther west or north—off he went, often with a neighbouring daughter, to join the band of pioneers.

Today we do not have large tracts of agricultural land being opened up which are attracting farm youth but we do have an intensification of farm production in some parts of Canada which is requiring more labour. This development, which applies to both livestock and crop production, especially in the vicinity of urban centres, is occurring, moreover, at a time when farm families are becoming smaller.

Offsetting to some extent this need for more labour on the farm, however, has been the greatly increased use of mechanical equipment and other labour-saving devices in agriculture. Mechanization has undoubtedly helped to ease the labour situation for

many farmers; but it has also meant that farm capitalization has gone up sharply, partly because much of the equipment itself is costly and partly because there has been a tendency, especially in the West, for the size of the farm unit to increase as it has become mechanized.

The high investment required in agriculture today makes it difficult for families, especially young families, to start farming on their own. Sons of farmers, for example, who in former years would work for neighbours for a few years until they had saved up enough money to get married and to rent or buy a farm themselves, are more apt today to give up farming after a while and take what looks like an attractive job in some other industry. This applies to those who have come to Canada from other countries to work in agriculture as well as to Canadian boys.

Another important factor within agriculture which affects the supply of farm labour is the highly seasonal nature of much farm production. In recent years, we have estimated that around 300,000 more people have been working in the farm labour force during the peak summer months than in the middle of winter. This body of 300,000 seasonal workers can be divided into three groups: members of the farm family, notably women who help with outdoor work only in the peak seasons; students and others not regularly engaged in agriculture; and regular seasonal workers, numbering roughly 120,000, who are in the labour force all year, working in agriculture during the summer and looking to logging or some other industry during the winter.

This highly seasonal character of agriculture has made it difficult both for the farmer to offer continuous employment and for workers who, when the farm jobs are finished, must look elsewhere for employment or remain unemployed. Under these conditions, it is perhaps little wonder that for a large proportion of our Canadian farm employees, agriculture has been regarded as a temporary haven only.

Another factor that should be mentioned affecting the supply of farm labour has been the absence of much serious consideration given to farm labour matters in Canada, either by farmers themselves or by organized agriculture. Those of you who live in the city may think it strange but most farmers will agree that they have been much more concerned over the years with improvement in their herds and in their crops, with the introduction of mechanized equipment, and with the prices of their products than they have been with labour, even though for many farmers expenses for employed labour constitute a substantial cash outlay to say nothing of their own labour or that of their families. Labour, generally speaking, has been taken for granted and, even in periods of tight labour supply, a great deal has been left to chance.

These various developments—some outside of agriculture and some inside—are not, as I have mentioned, intended to provide a complete answer to the question posed earlier: Why does agriculture have difficulty securing workers?

Mr. Haythorne then spoke of steps taken by the Government to meet the shortage of farm labour.

The main step taken to meet the shortage of farm labour during the first three decades

of this century was an active immigration program, particularly of persons with an agricultural background.

During the depression years of the thirties, more labour was "backed up" in agriculture than was needed, so that at the beginning of World War II we were faced with not only a surplus of food in Canada but a surplus of farm manpower. This, as we all know, was an unfortunate state of affairs. Not only was there a serious waste of manpower resources but the economic position of agriculture generally was bad.

It took some time even after the outbreak of war in 1939 before this surplus farm labour disappeared. In fact, it was not until 1942, after agriculture had lost a large number of workers to other industries and to the armed forces, that special measures to safeguard the manpower needs of agriculture were taken under National Selective Service. Shortages of farm labour, as you will recall, became acute during the following years. Aside from the mobilization arrangements covering agriculture and the freeze order on farm workers, several organized farm labour movements were developed under the Federal-Provincial Farm Labour Program in an effort to ensure the fullest possible utilization of farm manpower during these critical years.

Since the end of the war, it has been necessary, in order to help meet the farm labour needs, to continue these organized movements and, in addition, to bring several groups of immigrants to Canada to work in agriculture. Starting in the fall of 1946, the Polish war veterans, the displaced persons, the groups from Holland and those from other parts of Europe, including the British Isles, have made a substantial contribution towards easing the shortage of farm labour.

We have endeavoured in bringing these groups of immigrants into Canada since the end of the war to see to it that as many as possible were encouraged to remain on the farm. This we have tried to do through urging farmers to pay the going wage rates in the community, to provide satisfactory housing and to help these newcomers to become acquainted with Canadian agriculture and with community life in Canada as quickly as possible.

Many of these workers, it is true, have left agriculture, but I am convinced many more of them would have left had not a serious effort been made by all concerned with this program to see that these people were sent into those agricultural areas where their services were most needed and if a real effort had not been made by farmers to help them to become quickly adjusted to their new environment.

During the coming year, it is planned that organized movements of farm workers will be continued where they are needed and more immigrants with an agricultural background will be brought into Canada. These and other efforts, however, by the federal and provincial Governments we have always thought of as an aid to agriculture in the labour field rather than as replacing the need for action by farmers themselves.

Discussing measures which could be taken by farmers and farm organizations, Mr. Haythorne said:—

One of the first steps needed is to learn more about the facts with respect to wages and other working conditions in agriculture. Intelligent and realistic action, I am sure you will agree, requires that we know what the situation in this respect is today in agriculture and how it relates to that in other industries.

You may be interested to know we are now conducting in our Department an annual survey of 16,000 establishments in Canada in order to determine the main characteristics of working conditions in manufacturing, logging, construction, service, and many other industries. We would like to develop, possibly through the Federal-Provincial Farm Labour Program, a survey of a sample number of farms each year so that comparisons can be made of working conditions between different types of farms and between agriculture and other industries. Many farmers will welcome information on these matters and, when they can take action to help alleviate their own difficulties in securing labour through improving conditions, they can be counted on to do so.

In making such comparisons between agriculture and other industries, it is important to remember that, in the case of wages, for example, many non-cash items must be considered. For most workers in manufacturing, allowance must be made for statutory holidays, for annual vacations, overtime premiums, workmen's compensation, unemployment insurance benefits, superannuation benefits and even such things today as any extra allowances made for the time required to go to and return from work.

On the other hand, in the case of farm workers, allowance has to be made for board and lodgings, for laundry sometimes, and for the fact that living expenses generally are often lower in rural than urban areas.

In connection with wages, farmers often take a different attitude in looking for workers than do employers in other industries. Wage rates are usually set for specified types of work to be performed and the prospective employee can decide whether he wants to take the job or not at the given rate. In the case of agriculture, the farmer often starts by asking the worker how much he wants or for how much he is willing to work. The approach, of course, varies among farmers, but perhaps the time has come when it is important for all farmers, if they are going to secure competent help, to think in terms of what they can afford to pay workers or perhaps better still of the sort of skills they want on the part of those who work on their farms and then to take into consideration the amounts that have to be paid in the labour market for this type of employee. Someone has said one pays a cheap worker not only for his salary but also for his mistakes. When expensive mechanical equipment is used and there are high quality livestock to be cared for, farmers can scarcely afford to employ incompetent workers.

Aside from wage rates, another important consideration, which is largely in the hands of farmers themselves, is the number of hours worked per day and per week.

Undoubtedly at some seasons of the year it is important to work longer than others; but I think there is a tendency on the part of many farmers, and I realize I am getting into a delicate field, to get into the habit of working long hours and almost to have a sense of guilt when they depart from it. Others, I am sure, have the feeling that there is a virtue in working long hours whether it is absolutely necessary to do so or not. They make virtue of necessity even when there is no longer necessity.

I think you will agree that the long work week on some farms is one of the main reasons why youth leaves the farm. In a survey of labour on a number of farms in the Prairie Provinces in 1946, one of the most common replies to the question posed to farm workers, "What is the most unsatisfactory aspect of farming life?", was "The long hours of work!"

There are city establishments which try to get as much as they can out of their employees. When this occurs, I am afraid the worker is apt to provide much less efficient help than when some confidence is expressed in him and he works on a more reasonable schedule of hours.

Another problem that concerns working conditions in agriculture is the lack of employment security. On some farms, operations cannot be built up during the winter to the point where a steady work force can be maintained throughout the year; but those farmers who are able to expand operations to the point where they can provide productive employment for men the year round are able not only to keep experienced workers permanently but do not have the recurring difficulty each spring of picking up new men and having to introduce them to their farming operations.

In a National Film Board film prepared in co-operation with the provincial Departments of Agriculture a few years ago, entitled "Workers on the Land", we endeavoured to emphasize the many ways in which productive enterprises can be developed during the winter months with proper planning of agricultural operations. With labour being the most important expense item in agriculture, the question arises from many farmers, I am sure, whether it is not better for them to either reduce their operations to the point where they need no additional summer labour or on the other hand whether they should expand their operations so that they can employ a man productively the year round. It does not necessarily mean because you expand operations that agriculture is going to become highly "commercialized" or a factory-type operation. It can still remain essentially a family farm but, when so organized, it does frankly recognize the importance of the economic aspects of the enterprise including the desirability of providing regular jobs for employed workers.

Hand in hand, of course, with the question of employment security is the question of housing. Housing for employed workers on many farms leaves much to be desired. Conditions in this area, however, have improved, I know, in recent years.

Another aspect of working conditions on the farm that should be mentioned is the relationship between employer and employee. I used to think when growing up that there was too often a tendency to refer to men who were working for farmers in the district as "hired men". This term, I know,

is used freely; but when you stop to think about it, it does sound as if you were talking about an inferior group of people. In some ways, it is perhaps even worse when you hear of men not being referred to by their own names but rather as "Smith's man" or "Jones' man". It tends to give unintentionally on the part of many farmers, a sense of inferiority to the worker. If these men were neighbours, we would make it our business to know their names; but because they are employed workers or "hired men" we think it does not matter. But it does matter! Human dignity demands that we avoid using terms which tend to lower the status of any group in the community. There are many other relationships between the farmer and those who work for him that have an important relation to the efficiency of work on the farm. We hear much about human relations in industry. In some respects, they are even more significant on the farm, since employed workers come into close contact with the farmer and his family not only during working hours but during non-working hours as well.

All of the economic and social problems regarding farm labour cannot be solved overnight. Some require attention over the long run, while on others action can be taken now. From the standpoint of both, but perhaps especially those on which action can be taken over the short run, it is fortunate that agriculture is enjoying relatively prosperous conditions. This makes it somewhat easier to consider some of the steps to improve working conditions such as shorter hours, improved housing and perhaps such broader measures as workmen's compensation and unemployment insurance.

Over the longer run, farmers can do much to improve their occupational and professional status. There is a dignity to work on the farm which is not always appreciated by those who work in other industries. Besides, the skill required in most farm activities is at least on a par with that required in most other skilled occupations.

Many farmers in Canada have not only shown increased interest in this aspect of

their operations but have taken practical steps to improve the situation for their employed workers. While there have been improvements in agriculture, they have not kept pace with those in most other industries. By taking intelligent, practical steps, farmers and farm organizations can help towards closing this gap.

With regard to the coming year, you can count again, as I have said, on the Department of Labour, and I am sure on the Alberta Department of Agriculture, to continue to help in the farm labour field. Mr. Dawson, who is in charge of the Federal-Provincial Farm Labour Program, told me before leaving Ottawa that plans are being advanced to bring between 15,000 to 20,000 immigrants to Canada this year for farm work and that the organized movements of labour will continue where needed. These are, essentially, short run aids. It is the other measures which are largely dependent on action by farmers and farm organizations, which will pay permanent dividends not only to farmers and to agriculture, but to the whole economy. Furthermore, the need for action on these measures is all the greater in view of the pressure on manpower generally of our steadily expanding economy.

* * *

The entire March issue of *Employment Security Review*, a publication of the Bureau of Employment Security, United States Employment Service, United States Department of Labor, is given over to the theme, "Farm Work is Defence Work".

Among the articles contained in that issue of the magazine are: Impact of Defence Mobilization on Farm Labor in 1952, Organization and Management Control Program for Agriculture, How Florida Handles Farm Labor Problems, The Big City—Fertile Field for Farm Recruitment, and Women Workers for Peak Labor Demand in Food Processing.

Preliminary Index of Wage Rates, October, 1951

Wage rates increased by 12.1 per cent between October 1, 1950, and October 1, 1951. Wage index rose from 215.9 to 242.1 during the year

Wage rates increased by 12.1 per cent during the 12-month period preceding October 1, 1951, according to the preliminary index of wage rates calculated by the Economics and Research Branch of the Department of Labour. The index rose from 215.9 at October 1, 1950, to 242.1 at the same date in 1951 on a base of 1939 as 100. The increase compares with an advance in rates of 5.5 per cent during the preceding year.

All of the six principal industrial groups included in the general average index recorded substantial increases in wage rates. The largest rise was in the logging industry, 15.2 per cent, reflecting gains in rates of more than 14 per cent in Eastern Canada and almost 17 per cent on the Pacific Coast. Previous wage levels were augmented by gains ranging from 8.0 to 14.8 per cent in the other five major industrial groups: mining, manufacturing, con-

struction, transportation and communication, and service. These increases were all greater than the corresponding ones recorded for the year ending October, 1950.

The increase in the mining industry of 12.0 per cent was based on higher wages being paid in the mining of both coal and metal. Average wage rates rose by approximately 10 per cent in the first case and over 13 per cent in the second.

The index of wage rates for the construction industry, which showed an increase of 12.0 per cent, was obtained by combining indexes for each of nine Canadian provinces which were, in turn, developed by combining indexes for some 29 cities in these provinces. Increases in wage rates varied by provinces from 9.8 per cent in Saskatchewan to 16.3 per cent in New Brunswick. By city, the percentage increases ranged from 3.5 in Peterborough to 16.6 in Saint John.

The transportation and communication group comprised, for purposes of this analysis of wage trends, steam railways, electric street railways and telephones. All three industries reported wage advances but changes in rates for employees of steam railways had the greatest influence on the group index. Upward revisions in wage scales for the running trades, averaging about 11 per cent, were made effective on December 1, 1950, and during the early part of 1951. Increases in the scales for hourly and daily-rated non-operating personnel resulting from the adoption of the 40-hour work week on June 1, 1951.

The wage rates information from which the index numbers have been calculated was obtained from a survey of wages, hours and working conditions conducted by the Department in October of each year.

Statistics on wage rates by occupation were obtained from about 16,000 establishments, mainly those with 15 or more employees. The preliminary indexes for 1951 were derived by selecting certain representative industries in each of the major groups of which they form a part and computing the change in rates in such industries since the previous year.

Industry studies, which include summaries of wage rates by occupation, and index numbers reflecting wage trends will be published regularly in the LABOUR GAZETTE on the basis of data from the October, 1951 survey. Index numbers showing changes in wage rates in the six principal industrial groups and the general average between October 1, 1951, and April 1, 1952, based on information obtained through a sample of about 800 establishments, will be published in the June issue of the LABOUR GAZETTE.

The following table shows index numbers for the six main groups of industries as of October, 1950, and the same date in 1951, with percentage changes between the two survey dates:—

	October, 1950	October, 1951	Per Cent Increase
Logging	213.9	246.4	15.2
Mining	195.9	219.5	12.0
Manufacturing	230.7	257.7	11.7
Construction	194.0	217.2	12.0
Transportation and Communication	187.3	215.0	14.8
Service (Laundries)...	209.0	225.7	8.0
<i>General Average.....</i>	<i>215.9</i>	<i>242.1</i>	<i>12.1</i>

Canada's Gross National Product Up 17 Per Cent

Canada's gross national product—the value of current production of goods and services at prevailing prices—was \$21,241 million in 1951, an increase of 17 per cent over the 1950 total, \$18,122 million.

A substantial part of the increase was accounted for by the general increase in prices. After allowing for price changes, however, there remained an increase in total real output of over five per cent. The employed labour force increased approximately 2.5 per cent during the year.

National income—the nation's earnings from current production—is estimated at \$17,229 million in 1951, an increase of 18 per cent over the revised estimate of \$14,555 million for 1950. Wages, salaries and supplementary income, the largest component of national income, amounted to \$9,640 million last year, up 17 per cent over 1950. The increase in accrued net income of farm operators from farm production was 38 per cent.

Corporation profits, before taxes, are estimated at \$2,850 million, about 16 per cent higher than in 1950.

Legislative Proposals Submitted to Provincial Governments by Labour

Labour congresses in Newfoundland, Ontario, Saskatchewan and British Columbia present annual memoranda to Governments of their provinces

Newfoundland Federation of Labour (TLC)

Demands for changes in provincial labour legislation and the granting of collective bargaining rights to provincial government employees marked the meeting of the Newfoundland Federation of Labour (TLC) with the members of the Newfoundland Cabinet.

Among the principal requests and recommendations made by the Federation were: the appointment of a Director of Apprenticeship as provided for in the Apprenticeship Act passed last year, the inclusion of a union shop in collective agreements, the granting of collective bargaining rights to employees of the Newfoundland Government, and an increase in the amounts paid to injured workmen under the Workmen's Compensation Act.

Other proposals were made by the organization with respect to the Government's program of industrial expansion, jury fees, the dairy industry, road-building and the development of minerals in the province.

Ontario Provincial Federation of Labour (TLC)

Requests for amendments to provincial legislation affecting labour relations and other fields formed the annual brief of the Ontario Provincial Federation of Labour (TLC), presented to Premier Leslie M. Frost and members of his Cabinet April 2.

The recommendations and requests of the Federation renewed the resolutions and demands drafted by the Federation at its annual convention in Hamilton during January. (*See L.G.*, March, 1952, pp. 265-66.)

Among the leading officials of the Trades and Labour Congress who were present at the presentation of the brief were the following: Secretary-Treasurer Gordon G. Cushing, Vice-President William Jenoves and Public Relations Director Leslie E. Wismer.

Ontario Federation of Labour (CCL)

A more streamlined approach to conciliation procedure, changes in the present immigration policy, amendments to the

Fair Employment Practices Act and increases in workmen's compensation payments were chief among the requests contained in the annual brief of the Ontario Federation of Labour (CCL) submitted to the members of the Ontario Cabinet.

The Federation requested speedier appointment of conciliation officers and conciliation boards in order to deal with industrial disputes with the least possible delay. In order to achieve this, the labour body recommended that more conciliation officers be employed and that a panel of qualified persons be set up from which chairmen for boards could be selected.

In addition, the Federation suggested that conciliation officers be given the right to recommend terms of settlement in disputes in the same manner as conciliation boards after conciliation proceedings have failed. In the opinion of the Federation, this would eliminate "the present expensive conciliation board procedure" and solve the problem of selecting neutral chairmen for such boards.

It was further suggested that, after all legal steps in conciliation procedure have been complied with, unions be free to strike whether a conciliation board has been appointed or not.

With respect to strike settlements, the labour organization asked that any infringements of such settlements be subject to final arbitration in the same manner as alleged infringements of a collective agreement. The Federation stated: "We regard as strike settlements those written understandings arrived at to avert a strike as well as those reached in order to end a strike. If they are not enforceable, then either party can violate any such agreement with impunity and a return to the conditions that caused the strike or lockout will follow."

Changes in decertification procedure were requested in the labour body's brief. It asked that the employer should in no way be directly or indirectly involved in any move for such action. The Federation requested that a statement by any of the

employees disavowing their support of the certified union bear at least as much proof that it is a valid expression of feeling as the present requirements concerning the admissibility of statements supporting a union when submitted as a *prima facie* case for certification. The Federation further asked that the Labour Relations Board be free to use its own discretion in determining whether or not management influence or coercion caused any of the employees to apply for decertification.

Further recommendations called for the inclusion of municipal employees under the terms of the Labour Relations Act, the provision that the check-off be contained in every collective agreement and the requirement that certification be based upon a majority of the employees voting and not a majority of those eligible to vote.

The Federation requested that a qualified labour person be appointed to the staff of the Ontario Government Immigration Service and that he consult regularly with the labour movement in order to guarantee new immigrants placement in industries without displacing Canadian workers. The brief noted that "the present drastic scheme can only create havoc, and harm the immigrant as well as people already here."

Referring to the introduction of a Fair Employment Practices Act in Ontario, the labour body called for public hearings on alleged infringements of the Act and for heavier fines in the case of convictions. It also urged the extension of "positive attitudes of good-will, understanding, and amity" by enlisting the co-operation of public opinion. A working understanding with the National Employment Service was also recommended as a means of promoting and extending compliance with the Act.

Among the amendments requested to the Workmen's Compensation Act was the inclusion of miners' tuberculosis in cases where the miner has had at least two years' underground experience, as a compensable disease. Regular death benefits for the widows of miners who had suffered from silicosis were also recommended.

The Federation asked that the present rates paid to widows and dependents of deceased workmen be repealed and that compensation at the rate of 75 per cent of the worker's gross earnings be paid as long as the widow or dependent remains dependent.

Commenting upon the increase of industrial accidents within Ontario in the last three years, the Federation asked that adequate labour representation be provided for the accident prevention associations now

in operation. It also asked that such associations be made responsible to the Workmen's Compensation Board.

Noting that more than 112,000 persons were reported unemployed in the province of Ontario on February 21, the Federation called for proper planning and co-ordination between the federal, provincial and municipal Governments to handle this situation. The brief called upon all provincial Governments to exert pressure upon the federal Government "to make them aware unemployment is their responsibility."

The Ontario Federation also requested changes with respect to the Hours of Work and Vacations with Pay Act, statutory holidays, factory inspection, the provincial Department of Labour, housing, municipal taxes and automobile insurance.

Saskatchewan Executive Committee (TLC)

Several amendments to the provincial acts concerning workmen's compensation, vacations with pay, hours of work, labour relations and hospital insurance were requested by the Saskatchewan Executive Committee of the Trades and Labour Congress when it submitted its annual memorandum to the provincial Government. The Government was praised by the labour body for its action concerning the employment of union labour on government contracts and its purchases of goods and services from establishments holding contracts with labour unions.

The labour body called for the establishment of a minimum wage of 85 cents an hour and asked that where workers are obliged to wear uniforms, such uniforms should be supplied by the employer and kept in good condition by him.

Establishment of a Fair Wage Act administered by a board composed of two employer and two employee representatives and an impartial chairman was recommended by the Executive Committee. The board would be empowered to prescribe fair wage rates in any specified industry or area in the province.

An amendment to the Trade Union Act, prohibiting the employment of legal counsel in making representations before the Labour Relations Board unless both parties agreed, was requested in the labour organization's brief. The brief also requested repeal of the section of the Act exempting employees who are said to be employed in a confidential capacity from the provisions of the Act.

The Cabinet was commended for providing that all departments of the Government and the Crown purchase goods

and engage services from only those businesses and establishments having collective agreements with *bona fide* trade unions and also for providing that only union labour be employed and union conditions prevail in all government contracts and subcontracts let by the original contractor.

Dissatisfaction was expressed by the Committee at the exemptions from coverage that are permitted under the Hours of Work Act. The Government was asked to include under the Act all workers in Saskatchewan cities, to cancel all present exemptions, to introduce the 40-hour week in all cities and to provide that the hours of work in a week during which a public holiday occurs do not exceed those provided for in the regulations of the Minimum Wage Board.

With respect to holidays with pay, the labour body noted that some employers were not paying the amounts due when a worker's employment terminated. The introduction of the stamp system for the payment of holidays was recommended.

Referring to workmen's compensation legislation, the labour memorandum asked that the amount of annual earnings for computing payments be raised to \$5,000, that payments be increased to 100 per cent of earnings, that widows' pensions be increased from \$60 to \$100 per month and that the allowances paid for children or other dependents be increased from \$20 to \$30 a month.

The Workmen's Compensation Board was also requested to consider the establishment of a disability fund for sickness benefits, payments being made when authorized by the Board.

In a special brief dealing with fire fighters in the province, the Executive Committee requested that the findings of arbitration boards established to deal with negotiations between fire fighters and their employers be made binding upon both parties. The special brief also asked that statutory or proclaimed holidays be granted to such employees.

Amendments to the Hospital Act were requested by the Saskatchewan body to provide that all disabled pensioners receiving less than \$60 per month be relieved from paying hospital fees for themselves and their families and that the Act provide for the administering of anaesthetics, X-rays, drugs and dressings, and medical treatments free to all out-patients, and patients in hospital and nursing homes, whether the doctor concerned is an employee of the hospital or not.

Among other items dealt with in the brief were the licensing of those engaged

in installation, repairs and alterations to heating, air conditioning and oil burning equipment; legislation governing the hours of work, mileage, wages and physical examinations of drivers of trucks, taxis and commercial vehicles; amendments to the Industrial Standards Act and the Apprenticeship Act; and milk control.

British Columbia Executive Committee (TLC)

Legislation establishing a Fair Employment Practices Act and amendments affecting holidays with pay, apprenticeship, the fishing industry and natural resources was requested in the annual brief submitted by the British Columbia Executive Committee of the Trades and Labour Congress to the provincial Cabinet.

The province was urged to pass a Fair Employment Practices Act to guarantee workers' rights to employment on grounds of merit and to promotion on the grounds of merit and qualification regardless of their race, creed or colour.

Amendments to the Annual Holidays Act were requested which would provide for an annual vacation of two weeks with pay, the inclusion of domestic and horticultural workers under the provisions of the Act, a maximum work day of eight hours and a maximum work week of 40 hours.

The labour delegation asked the Government to grant the power of proceeding with prosecutions in the case of infractions of the Apprenticeship Act to the Apprenticeship Inspector. The brief pointed out that some employers dismissed apprentices when there was still work available for them and suggested that the penalty in successful prosecutions be not less than \$500.

The brief referred to the conservation and protection of the salmon fishing industry in the province and recommended that power development schemes be carried out along rivers and streams where salmon fishing would not be adversely affected.

The labour body further requested the Government to use its influence with the federal authorities to delay the signing of the Fisheries Convention with Japan and the United States until full protection for the Canadian fisheries had been assured.

In connection with natural resources, the labour committee asked that a three-man provincial commission be appointed to inquire into the conservation and use of natural resources. The delegation stressed that labour should be represented on the commission.

A study of the development of the trade union movement in Britain, Canada and the United States should be included in the school curriculum, the brief said.

Other requests contained in the Committee's brief included a plumbing code for

unorganized areas, improved living conditions in industrial camps, certification of automobile camps, and the compulsory installation of sprinkler systems in schools, hospitals and other public and private institutions.

Briefs Submitted to Provincial Governments by the Railway Transportation Brotherhoods

Demands for increased workmen's compensation benefits, regulation of highway traffic, development of health services and the extension of mothers' allowances legislation highlighted railwaymen's submissions

Legislative proposals covering a wide range of topics from workmen's compensation to provincial sales taxes were contained in briefs submitted to provincial Governments in recent months by joint legislative committees of the Railway Transportation Brotherhoods.

Submissions were made in all provinces with the exception of Newfoundland. In many instances, similar proposals were made by the various joint committees. A summary of these recommendations follows:—

PRINCE EDWARD ISLAND

Several amendments to the Workmen's Compensation Act were requested in the brief presented by the Prince Edward Island Joint Legislative Committee. The Committee specifically requested that accidents, as comprehended by the Act, include wilful and intentional acts, not being the act of the workman, and also chance events occasioned by physical or natural causes. It was further requested that the waiting period before compensation is paid be reduced from seven to four days, that burial expenses be increased to a maximum of \$200 and that the monthly pension paid to a widow or an invalid widower who is the sole dependent be raised from \$40 to \$50.

With respect to the amount of a worker's earnings used to compute compensation in cases of permanent total disability and permanent partial disability, the Committee asked that compensation be fixed at 75 per cent of the earnings instead of 66½ per cent. The organization also asked that the average earnings base for compensation be increased from \$2,500 to \$3,000 per annum.

In a section dealing with education the Committee urged the Government to increase teachers' salaries as a means of

overcoming the scarcity of teachers. It also asked the Government to give consideration to absorbing 80 per cent of the cost of all public school books and recommended that a study be made "with a view to having all public and high school books developed which would have a continuity and which would thus avoid changes each year."

The Committee requested several amendments to the Highway Traffic Act. The Brotherhoods asked that holders of operators' licences be required to pass annual qualifying exams, that vehicles be subject to periodic mechanical examinations, that the regulations governing speed and driving practices be subject to more rigid supervision and enforcement and that the intention to regulate loads and weights of trucks be carried out.

The Brotherhoods made several requests respecting mothers' allowances. The brief contained recommendations that the legislation be extended to include mothers whose husbands are confined to penal institutions, mothers who are divorced, mothers who are separated from their husbands and unmarried mothers. In cases where the widow is not a mother but worthy of consideration, the Committee asked that they be included within the provisions of the Act.

Referring to the need for a comprehensive plan for health insurance, the Joint Committee asked the provincial Government to give favourable attention to such a scheme when and if it is developed by the federal Government.

Also contained in the labour organization's brief were recommendations concerning the elimination of hazards at level crossings and approval of the Government's appointment of labour representatives on various public boards and commissions.

NOVA SCOTIA

When the Nova Scotia Joint Legislative Committee of the Railway Transportation Brotherhoods presented its brief to the provincial premier and his Cabinet, it requested that the Workmen's Compensation Act be extended to include persons engaged in training and/or in probationary work required for the operation of trains. The brief also requested a reduction from seven to three days in the period before compensation is payable and asked that the burial allowance be increased from \$150 to \$200.

An increase in the scale of compensation from 66½ per cent to 75 per cent and in the wage ceiling from \$2,500 to \$4,000 per annum was requested by the labour body. The brief stated that the general increase in salaries and wages in recent years has proportionately increased the loss suffered by a workman when injured.

Dealing with education, the Brotherhoods voiced appreciation for the progress made in improving education within the province, particularly with respect to vocational training, home study, apprenticeship training and assistance rendered to the Maritime Labour Institute.

In order to meet the scarcity of competent teachers, the Joint Committee recommended a Federal-Provincial agreement whereby scholarships would be provided for capable students whose resources were insufficient to allow them to continue their studies.

In line with the recommendations made by the Prince Edward Island Committee, the Nova Scotia Brotherhoods asked that mothers' allowances legislation be extended to the following groups: mothers whose husbands are confined to penal institutions, mothers who are divorced, mothers who are separated from their husbands, and unmarried mothers.

To cope with the increased volume of road traffic and the number of traffic accidents, the brief recommended several amendments to the Highway Traffic Act. Among the more important proposals were the following: a requirement that all drivers of motor vehicles pass a qualifying exam which would include visual acuity, colour perception and hearing; province-wide, periodic, mechanical examination of buses, trucks and automobiles; implementation of the Government's intention to regulate the loads and weights of trucks on the highways and the limitation of trailers permitted each truck to one.

Referring to the contemplated development of the St. Lawrence Seaway project,

the Brotherhoods pointed out that the steel industry in the Maritimes should be developed in order to handle the iron ore deposits of northern Quebec and Labrador. The brief also suggested the establishment of a Federal-Provincial Natural Resources Development Council, which would "render a great service to the economy of our country."

Other recommendations contained in the Brotherhoods' brief referred to the elimination of hazards at level crossings, the Nova Scotia Trade Union Act, the Nova Scotia Railway Act and the representation of labour on public boards and commissions.

NEW BRUNSWICK

In a submission similar to that made by the Nova Scotia Brotherhoods, the New Brunswick Joint Committee asked that persons engaged in training and probationary work for positions in the operation of trains be included under the provisions of the Workmen's Compensation Act. The brief presented to the provincial Cabinet also contained a request that the section of the Act requiring a reduction in compensation by 50 per cent, in cases where a doctor has reported partial recovery, be repealed. The railwaymen pointed out that in many such cases, healing has not been completed nor has the extent of the remaining disability been determined. It was further noted that such workmen cannot qualify for any position nor can employment be offered by the employer in whose service the accident occurred.

The Brotherhoods asked that the rate of compensation payable be increased from 66½ to 75 per cent and that the maximum earnings upon which compensation is based be increased from \$3,000 to \$4,000 per annum.

Referring to the compensation paid to widows or widowers, the Committee recommended that the monthly payment be increased from \$40 to \$50 and that this amendment be made applicable to all widows or invalid widowers now on the pension rolls.

Repeal of the law prohibiting the manufacture of coloured margarine within the province was recommended by the Railway Brotherhoods. The brief pointed out that consumption of the product had increased 30 per cent in 1950 as compared with 1949.

Noting the current shortage of teachers in the province, the brief recommended that subsidies made in respect of education be increased in order to attract and retain competent persons in that field. The provision of scholarships for capable and

deserving students who are not able to continue with their studies was also suggested by the labour organization.

Referring to the proposed construction of the St. Lawrence Seaway, the Railway Brotherhoods pointed out that the estimated cost "will be in excess of two billion dollars" and would require large quantities of steel essential to national defence requirements. The brief suggested that the project be postponed at present and that steel plants be erected in the Maritime Provinces to smelt and fabricate Quebec, Labrador and Newfoundland iron ore.

On mothers' allowances, the New Brunswick Committee recommended inclusion under the provisions of the Mothers' Allowances Act of the same groups of mothers as the Nova Scotia and Prince Edward Island Committees proposed.

The New Brunswick Committee recommended the same amendments to the Highway Traffic Act as the other Maritime Province Committees did. Among the other items referred to in the brief were the following: public health, level crossings, the regulation of highway transport and the representation of labour on public boards and commissions.

QUEBEC

The Quebec Joint Legislative Committee of the Railway Transportation Brotherhoods recommended that the two official languages, English and French, be taught in all Quebec elementary school grades beginning not later than the third grade, when it submitted its annual memorandum to the provincial Cabinet.

Granting scholarships to capable and needy students was recommended as a means of avoiding a waste of talent to the community. In addition, the brief requested that the Government adopt uniform school text books in the province, particularly in the lower grades.

Increased subsidies in support of education were requested as a means of attracting and retaining competent school teachers.

The provincial Government was commended by the Committee for the progress made in the extension of hospital and sanatorium facilities. Participation by the provincial Government in the health grants made available by the federal Government was suggested by the labour body.

The Government was also urged to give favourable attention to a national health plan when such a scheme is developed.

Several amendments to the Workmen's Compensation Act, including the coverage of learners in industry under the Act and

the reduction of the waiting period before compensation is payable from seven to three days, were requested by the Quebec Brotherhoods. Increases in the amounts paid to dependent widows of invalid husbands were also urged by the Joint Committee.

As the Maritime Committees did, the Quebec Committee asked that the rate of compensation be increased to 75 per cent and that the ceiling of earnings upon which compensation is based be increased to \$4,000.

The Committee asked that citizens of the province be allowed to purchase and use margarine. The brief remarked that "too many home families have been unable to enjoy butter because of prohibitive price and we submit the choice of a reasonable substitute should be made available to them."

The Quebec Brotherhoods presented proposals similar to those recommended by the other provincial associations with respect to highway traffic. In addition, the Quebec delegation made recommendations and suggestions concerning the Mothers' Assistance Act, the elimination and protection of level crossings, old age assistance and the representation of labour on public boards and commissions.

ONTARIO

The Ontario Joint Legislative Committee of the Railway Transportation Brotherhoods presented its annual legislative brief to the Premier of Ontario and members of his Cabinet in February.

Dealing with workmen's compensation, the delegation requested increases in the following payments: burial allowances, from \$200 to \$350; widows' and invalid widowers' pensions, from \$50 to \$60 a month; dependent children's allowances, from \$12 to \$20 monthly; and orphan's grants, from \$20 to \$25 per month.

Permission to allow manufacturers to colour margarine was requested in the delegation's brief, a recommendation similar to those made by other provincial joint committees.

Amendments to the Highway Traffic Act of Ontario were recommended by the Joint Committee in view of "the increased mileage of our paved highways" and "the related speed and volume of motor traffic."

The more important recommendations called for qualifying examinations of all drivers of motor vehicles; the mechanical inspection of buses, trucks and automobiles at specific periods; the more rigid supervision and enforcement of the regulations governing speed and driving practices; and

the regulation of the transportation of inflammable fluids and explosives in trucks, by regulations similar to those issued by the Board of Transport Commissioners covering the transportation of such materials by the railroads.

Requests similar to those made by other provincial committees with respect to mothers' allowances were contained in the brief of the Ontario Brotherhoods. The brief further requested that the maximum monthly rates of allowance be increased by an amount comparable to the increased cost of living.

The Ontario brief also referred to public health, education, highway transport, level crossings, old age assistance, daylight saving time and the representation of labour on public boards as matters worthy of the Government's consideration.

MANITOBA

The Manitoba Joint Legislative Committee of the Railway Transportation Brotherhoods, presenting its annual brief to the Premier of the province and members of his Cabinet, went on record as favouring the submission of a report by an injured workman or his representative to the Workmen's Compensation Board upon the injury received. The brief stated that "Frequent cases of employers failing, and even coercing, injured workmen not to make reports of accidents to the Board, defeats the application of the Act. We submit that an additional report to the Board by the injured workman or his representative would provide a basic record for handling by the Board, and would protect the injured workman in the event of recurrence of the disability which might be of a serious nature."

Referring to compensation paid, the Brotherhoods asked that the following payments be increased: burial allowances, widows' and invalid widowers' pensions and dependent children grants.

Expressing approval of the recent federal-provincial agreement providing pensions of \$40 a month to all persons in financial need between the ages of 65 and 69 years and of the payment of \$40 a month pensions to all persons over the age of 70 years, the Brotherhoods expressed the hope that legislative enactments would subsequently increase the monthly payment to \$65 and reduce the qualifying age to 65.

The re-imposition of price and rent controls was urged. The Legislative Committee asked the Government to give its co-operation with respect to a careful consideration of price controls and pointed

out that since April, 1946, when controls were removed, to October, 1951, the cost of living had increased by 69.6 points.

The brief recommended the Government's continued participation in the grants the federal Government makes for health surveys, general public health, tuberculosis control, mental health care, venereal disease control, crippled children, professional training, public health research, cancer control and hospital construction.

The Committee further recommended that in cases where a person is committed to a mental institution, the provincial department responsible should have concern for the "economic status" of the dependents of the patient.

Concern over the increase in automobile insurance rates despite the increased volume of automobile insurance was expressed in the Committee's brief. The Government was urged to adopt some form of supervision or control which "would afford some protection against this seemingly unfair practice so unjustly imposed upon citizens."

Referring to the accident statistics published by the Manitoba Highway Traffic Branch for 1950, the Joint Committee suggested the adoption of several regulations effecting highway traffic. These included the construction and/or re-location of highways at least 2,000 feet from railway tracks; regular mechanical inspection of buses, trucks, trailers and automobiles; better supervision and enforcement of the regulations governing speed and driving practices; and the control of the transportation by trucks of inflammable fluids and explosives by regulations similar to those issued by the Board of Transport Commissioners of Canada covering the transportation of such materials by the railways.

The labour organization's brief also made reference to level crossings, inter-provincial transportation, mothers' allowances, daylight saving time and education.

SASKATCHEWAN

The Premier of Saskatchewan and members of his Cabinet received the delegation of the Provincial Joint Legislative Committee of the Railway Transportation Brotherhoods in January.

An increase in the ceiling on earnings considered in the computation of workmen's compensation benefits from \$3,000 to \$4,000 per annum was requested by the Brotherhoods in view of increased wages and salaries in recent years. In support of this recommendation, the committee referred to the report on the Ontario Workmen's Compensation Act by the Hon.

Justice Roach which stated that "the sum of \$3,000 does not today represent the yearly earnings of the highest paid workman. Some workmen in the running trades and in the mines make as high as \$4,000 a year."

The Brotherhoods suggested that the Mothers' Allowances Act be amended by increasing the maximum monthly rates of allowance by an amount comparable to the increased cost of living. It was further recommended that the Act be extended to include mothers who are separated from their husbands.

The brief contained a request that a co-operative arrangement be developed between the federal and the provincial Governments whereby scholarships would be made available to worthy and capable students whose lack of resources prevented them from obtaining further education.

Concern was expressed by the labour body at the extension of training centers for the armed services by the federal Government and the construction of mental institutions and large industrial plants without "apparent regard being given to providing adequate housing for armed service personnel and the company employees."

The Joint Committee suggested that controls be established and expanded as necessary to conserve materials for housing construction and to see that such materials are sold at reasonable prices to assist in meeting the needs of the province.

Pointing out that 91 persons had been killed and 6,523 injured as a result of motor vehicle accidents within the province, the Railway Brotherhoods recommended several measures to improve safety on the highways. Among the more important recommendations were the following: qualifying examinations for all drivers of motor vehicles, periodical mechanical inspection of all motor driven vehicles and appropriate regulations concerning the transportation of high explosives.

The labour delegation drew the attention of the Government to some of the problems connected with the sale of coloured margarine, public health, the regulation of highway transportation and highway crossings.

ALBERTA

The Premier of Alberta and members of his Cabinet received the Joint Legislative Committee of the Railway Transportation Brotherhoods in November.

The Committee urged the Government to continue its participation in the health

grants made available by the federal Government to the provinces. With reference to the payment of old age pensions to persons between the ages of 65 and 69 who are in financial need, the Brotherhoods urged the Government to give consideration to providing medical care for such persons. It was pointed out that persons over the age of 70, in receipt of old age assistance, are granted such care.

The payment of supplementary allowances in support of old age pensions was commended by the Committee. The brief expressed the hope that such allowances would be extended to all recipients of old age assistance.

The Brotherhoods also expressed the hope that future legislative enactments would provide minimum pensions of not less than \$50 per month and would abolish the means test. The brief added that all income old age pensioners receive in excess of \$3,000 a year could be withdrawn in income tax.

The Joint Committee requested the enactment of highway traffic regulations similar to those proposed by the other provincial committees. The Government was commended for the amendment to the Highway Traffic Act requiring the annual inspection of all motor vehicles and trailers.

The labour brief also contained references to the export of natural gas from the province, the elimination and protection of level crossings and the improvement of the Mothers' Allowances Act.

BRITISH COLUMBIA

The British Columbia Joint Legislative Committee of the Railway Transportation Brotherhoods, presenting its annual legislative brief to the provincial Premier and members of his Cabinet, urged an increase in the percentage of earnings upon which workmen's compensation is based from 66 $\frac{2}{3}$ per cent to 90 per cent and the abolition of the \$2,500 level on maximum earnings. With respect to the latter request, the brief stated that this would "provide coverage for the highest wage-earner."

Increases were also requested by the Brotherhoods with respect to the following payments: pensions to widows, invalid husbands and children; funeral allowances; minimum compensation payments and medical aid allowances.

The inclusion of persons engaged in training and/or probationary work for positions required in the operation of trains was requested in the committee's brief.

The appointment of a parliamentary committee on hospital insurance was approved by the Railroad Brotherhoods.

With respect to the provincial Hospital Insurance Act, the brief requested that such groups as retired railroad men and widows on workmen's compensation pensions, in the low income brackets, be exempted from the payment of the compulsory hospital assessment. The labour organization further requested this exemption for other groups "whose incomes are below the annual amount specified in the Old Age Assistance Act and the Cost-of-Living Bonus."

The appointment of three commissioners to replace the current commissioner to administer the provincial health scheme was recommended. The brief asked that one of the three represent labour within the province.

A request that the Government initiate an automobile insurance scheme, similar to the Saskatchewan plan, was advocated by the Joint Committee. The labour brief stated that automobile owners in that province were able to buy automobile insurance at approximately 20 per cent of the cost for the same coverage charged in British Columbia.

Attention by the Government to the "Dukhobor problem, with particular reference to the safe operation of trains on the Kootenay Division," was requested by the Railway Brotherhoods.

Referring to the restriction of train operations between Nelson and Roseland, Nelson and Midway, and Nelson and Slocan City, the labour brief noted that this imposed an economic hardship on both the railway and the employees and asked for relief by the Government.

Elimination of the provincial three per cent sales tax on all school books and on "all clothing for our citizens of school age" was urged by the Brotherhoods.

The brief also suggested that consideration be given to the development of a co-operative arrangement between the federal and provincial Governments whereby scholarships would be provided for worthy, capable students whose financial situation prevents them from obtaining further education.

The Committee advocated the removal of the provincial sales tax on meals in view of "the unfavourable publicity it receives which is all out of proportion to the revenue received."

Opposition by the provincial Government to any plan of unrestricted immigration was strongly urged by the labour body. The memorandum asked the Government to co-operate with the federal Government in compelling immigrants from European and Asiatic countries to have a "qualifying" understanding of the English language and to take out Canadian citizenship papers within five years of their arrival in Canada.

The Railroad Brotherhoods requested the Government to amend the Industrial Conciliation and Arbitration Act in order that employers would be prohibited from denying to any employee any pension rights or benefits on account of the employee ceasing work because of a strike or a lockout occurring after all the steps provided for in the Act had been complied with.

The labour memorandum noted that in 1950 there had been 18,029 traffic accidents, causing 175 fatalities and injuring 5,720 persons, in the province. Property damage resulting from these accidents, as recorded by the Dominion Bureau of Statistics, totalled \$4,266,784.

In view of these statistics, the Joint Committee urged that all trucks, buses, and automobiles be required to pass a periodical mechanical inspection; that the transportation of high explosives, highly inflammable liquids and poisonous acids be placed under strict regulations similar to those in effect for the transportation of such goods by the railways; and that space be allotted on school curricula "for the education of pedestrians and safe driving practices depending upon the age of the pupils."

The British Columbia Joint Committee also drew the Government's attention to the legislation concerning mothers' allowances, the provincial Railway Act, education, old age assistance, highway crossings, highway transport, divorce, public commissions, daylight saving time and the colouring of margarine.

A total of 81,310 new dwelling units were built in Canada in 1951

Varied Proposals on How to Bar Communists from Unions Made to U.S. Senate Committee

Administration spokesmen and representatives of both management and labour have expressed their views before the Humphrey sub-committee

Proposals to eliminate communist domination of certain unions in the United States have featured the hearings of the Senate sub-committee on labour and labour-management relations, which are under the chairmanship of Senator Hubert Humphrey. Members of the Government and representatives of labour and management have appeared before the sub-committee to give their opinions.

Proposals of Secretary of Labour

Maurice J. Tobin, Secretary of Labour, expressed the view before the sub-committee that there is really no entirely suitable solution to the problem of dealing with communist-dominated unions and safeguarding the national security. Mr. Tobin felt that certain communist-dominated unions, located in highly essential and strategic industries, should be removed but that this should be done without hampering *bona fide* unions in the attainment of their legitimate activities. Mr. Tobin also warned against injecting the Government too far into the regulation of the internal affairs of unions.

The Secretary remarked that "one doesn't have to be a student of Marxism to know that trade unions are prime targets of the communist movement. Communists have always identified themselves with the working man; have pretended to be interested in the advancement of the interests of the workers. They have penetrated unions in all countries and have attempted to use them as a means of capturing political power. It is not surprising that by use of their usual techniques, they have succeeded in gaining control of a very few unions in this country."

Mr. Tobin stated that the country was faced with the danger of communist union leaders using the legitimate grievances and aspirations of the membership to call strikes which were designed to hamper the defence program and to forward the foreign policy of Soviet Russia. He referred to the strike at the North American Aircraft Company in 1941 as a good example of a political strike and noted that there were a number of such communist-inspired strikes in the period 1939 to June, 1941.

The Secretary of Labour emphasized the right of workers to choose their own representatives for collective bargaining without restraint or influence and, as union members, to select the officers of their unions. Referring to the international situation, he remarked: "Today I do not think we can afford the luxury of political strikes by communist-dominated unions."

Mr. Tobin suggested the enactment of legislation which would make it illegal for any person who, since January 1, 1949, has been a member of the Communist Party or has taught or advocated the overthrow of the government by force to become or remain an officer or an employee of a labour organization. The Secretary remarked that this recommendation referred to January 1, 1949, in order to reach the members of certain unions, who during the period since that date, have publicly resigned from the Communist Party in order that they could sign the non-communist affidavit required by Section 9 (h) of the Taft-Hartley Act.

Although expressing some doubt as to the feasibility of additional legislation, the Secretary of Labour suggested that the sub-committee give serious consideration to amending the National Labour Relations Act in order that communist-dominated unions would be treated in the same way as company-dominated unions. Thus collective bargaining with such unions would be regarded as an unfair labour practice. Mr. Tobin stated that "justification for this approach can be found in the fact that communist-dominated unions do not act in the ultimate interests of the employees they represent. The political objectives of such unions are paramount and the economic interests of their members are subordinated to their objectives."

Under the Taft-Hartley Act, company-dominated unions have been decertified by order of the National Labour Relations Board and have been forbidden the right to represent the employees in collective bargaining. Suggesting that a similar approach might be taken to communist-dominated unions, Mr. Tobin outlined a procedure which would include a filing of charges, appropriate investigation and public hearings.

Mr. Tobin noted the necessity for establishing some standard by which the Board could determine whether or not a union was communist-dominated. Such a standard would have to screen out frivolous charges and quickly dispose of them without injuring the legitimate right of workers to organize and to bargain through unions of their own choice, he said.

In order that the legitimate activity of unions would not be subject to restraint, Mr. Tobin recommended that a "watch-dog" committee, composed of representatives of the public, management and labour, be appointed. This committee would make recommendations to the National Labour Relations Board concerning the administration of the new legislation and would also make recommendations to Congress concerning needed changes in the law.

Management Proposals

Representations concerning communism in unions were also made before the Senate sub-committee by spokesmen for management. According to the March 31, 1952 issue of the *Labour Relations Reporter*, L. R. Boulware, vice-president of the General Electric Company, advocated that communist-dominated unions be denied all special advantages of federal law.

Specifically, Mr. Boulware proposed that unions which did not purge themselves of communist domination, as found by a governmental body, should be denied the protection of the National Labour Relations Act, the Norris-LaGuardia Act, Sections 6 and 20 of the Clayton Act (sections exempting unions from prosecution for conspiracies in restraint of trade) and the right to bring actions in federal courts.

Referring to the difficulty a government body would have in determining whether or not a union were communist-dominated, Mr. Boulware suggested that the following be held as relevant: financial aid given to or received from communist organizations, membership of union leaders in such organizations, and union policies on economic, international or military matters, which over an extended period of time, paralleled the positions taken by communist organizations.

Union Words and Action

According to the *New York Times*, in an editorial on communism in unions, the United Automobile Workers are successfully coping with the problem of communist infiltration. After a hearing granted to the officers of the River Rouge local, UAW's largest, the affairs of the local were taken over by the parent body and five members of the River Rouge executive were suspended on charges that they were either members of the Communist Party or were subservient to it.

Walter Reuther, President of the UAW, stated that, while the union defends the right of workers to earn a living regardless of their political beliefs, it is also recognized that the security of the nation transcends the right of any individual and, where security is involved, "provisions must be made to permit such individuals to earn their livelihood . . . under circumstances that will not jeopardize the security of the nation."

Previously, the CIO and the AFL, in making representations before Senator Humphrey's sub-committee, rejected a legislative approach to the problem of communism in trade unions. (See L.G., Feb., 1952, p. 136.)

NLRB View

Appearing before the sub-committee in advance of Mr. Tobin, Paul M. Herzog, Chairman of the National Labour Relations Board, stated that the task of determining what unions were communist-dominated would completely frustrate the Board's main function of conducting elections and processing unfair labour practice cases. Mr. Herzog remarked that the non-communist affidavit required of trade union officials under the Taft-Hartley Act "was more effective at the outset than it is today." He hesitated, however, to recommend the elimination of the affidavit without knowing of anything better to replace it.

George J. Bott, the Board's General Counsel, recommended the revision or elimination of the affidavit section. He remarked that its continuation without change provided certain union leaders with a "U.S. Government-inspected stamp" of approval. Mr. Bott pointed out that all unions regarded as communist-dominated by the Attorney General are in compliance with the affidavit requirement.

Dust in Steel Foundries

British report describes research into substitution of non-siliceous materials for those containing free silica, into rapid estimation of dust concentrations in foundries and into dust suppression in general

The Committee appointed in 1943 by the Chief Inspector of Factories in Great Britain to consider the problem of dust in steel foundries has published its second report.

(In its first report, issued in 1944, the Committee reviewed the various dust-producing processes in the industry and made specific recommendations for reducing the risks to health. Their recommendations relating to precautions in blasting operations and to the prohibition of the use of parting powders containing free silica formed the basis for two codes of regulations: The Blasting (Castings and other Articles) Special Regulations, 1949 and The Foundries (Parting Materials) Special Regulations, 1950.)

The second report describes the research carried on by the Committee on the substitution of non-siliceous materials for those containing free silica, on the rapid estimation of dust concentrations in foundries, and on dust suppression in general. It was recognized by the Committee that the value of remedial measures for the elimination and control of dust could be estimated by periodical medical examinations, both clinical and radiological, of a statistically sufficient number of workers, and by determinations of the chemical composition and concentration of the dust clouds.

Since the publication of the first report, a member of the Committee, a medical inspector of factories, made a survey of the incidence of industrial lung diseases in foundry workers, the results of which are set out in a separately published report. The survey included a field investigation in 19 foundries, an analysis of the records of pulmonary disease in foundry workers contained in the files of the Factory Department and the Silicosis Medical Board, and a study of the pathology of 64 deceased workers. Over 3,000 persons were examined medically and by X-ray.

The survey showed that the risk of silicosis is greater in steel foundries than in iron foundries or in mixed iron and steel foundries. Further, steel fettlers are more liable to silicosis accompanied by

tuberculosis and to X-ray abnormalities than any other foundry workers. Records show that the number of cases of silicosis among steel fettlers has been on the increase since 1931.

A section of the report describes the measures taken by another member of the Committee, by investigation and experimental work, to develop a quick and practicable method of estimating dust concentrations which has made it possible to judge the efficiency of dust suppression devices. The introduction of this rapid method provided a means of comparing conditions in different foundries. A wide survey of dust concentrations in steel foundries was undertaken; it has been completed in 33 foundries.

In its discussion of dust suppression and control, the Committee emphasizes that the primary objective must be to prevent the production of dust. The report recommends that every steel foundry should review its pattern-making, moulding, casting and dressing techniques with the object of reducing the hazards resulting from the use of the pneumatic chisel, which produces the most dangerous dust cloud at present uncontrolled in the industry. Measures should be taken to avoid adhering sand on all castings, the Committee recommends, and the pneumatic chisel used only when all possible dust suppression devices are employed.

The report examines other methods of eliminating dust and of reducing the use of materials containing free silica, the dangerous part of the dust clouds in foundries. Methods of preventing the dispersion of dust clouds already formed by wetting the sand and by local exhaust ventilation, and the use of respirators are discussed.

In its research, the Committee was in close liaison with various research groups in the steel foundry industry and a number of projects were undertaken in collaboration with the British Iron and Steel Research Association and other bodies. The results of these surveys and research work are contained in eleven appendices to the report.

International Labour Organization

ILO Makes Report on Child Labour In Relation to Compulsory Education

Among subjects surveyed are: minimum age for employment, compulsory school education, school-leaving age, the indirect effect of other social measures, and exceptions under and enforcement of legislation

Protection of children and young persons has always been of primary concern to the International Labour Organization. One of its first aims in this respect was the abolition of child labour and several conventions have been adopted fixing a minimum age of admission to employment.

At the 14th International Conference on Public Education at Geneva in July, 1951, the question of compulsory education and its prolongation was included in the agenda.

In view of the close relation between this problem and the age of admission to employment, the International Labour Office was requested by UNESCO, under whose joint auspices the conference was held, to prepare a report on "Child labour in relation to compulsory education".

International Labour Review published in the November-December, 1951, issue a short survey of the problem, based on material contained in the report. Following is a summary of the findings.

The fixing of a minimum age below which children are forbidden to work, it is explained, does not in itself safeguard the child against the harmful effects of premature full-time employment. Such protection, to be complete, should be supplemented by provisions to ensure that the child receives proper schooling up to the time that he is permitted to work.

Compulsory school attendance laws, by preventing the employment of children at least during school hours, help the enforcement of minimum age legislation and may even serve to some degree as a substitute for such legislation where it does not exist.

The age up to which school attendance is made compulsory is also of special importance. If this age is lower than the statutory age of admission to work, the child may be left without useful occupation during the transitional period and exposed to the dangers of the street or to illegal exploitation. The ILO and the

International Conference on Public Education have, on various occasions, recommended that the school-leaving age and the minimum age of employment should be fixed at the same level, and the maximum co-operation should exist between national education and labour authorities.

The survey attempts to show the relation that exists in the different countries between the age of admission to work and the age up to which schooling is compulsory. In comparing the two ages, account is taken of the exceptions allowed under the minimum age and compulsory school attendance regulations, and the problems of practical enforcement.

Minimum Age for Employment

An international comparison of existing minimum age laws with standards prevailing in 1919, when the International Labour Organization came into being, shows that much progress has been achieved in recent decades.

In Canada, United States, Australia, New Zealand and the Union of South Africa, the minimum age of admission to employment varies between 14 and 16 years, with a general tendency towards the higher level.

In the European countries the minimum age is in most cases fixed at 14 years, with a marked tendency towards a higher level of 15 years. Ages below 14 or above 15 years occur only in isolated cases. It is still 12 years in Portugal. In one country only, Albania, the law prohibits the employment of children under 16 years. In the United Kingdom, the Education Act lays down that the age of admission to employment should be raised from 15 to 16 as soon as possible.

In Latin American countries the variation is between 12 and 14 years, and here, too, the latter level is prescribed in the majority.

In the countries of the Far East, the minimum age is fixed as a rule between 12 and 14 years, the latter age being prescribed in the majority of cases, although sometimes for a limited range of employments.

In the Near and Middle East, age limits below 14 years are still frequent, the age being fixed at 12 years in four countries (Egypt, Iran, Iraq and Turkey) and 13 in Lebanon. The minimum age in Israel is 14 years. In some of these countries there are even minimum ages under 12 years for admission to specified categories of industrial work (for instance, 8 years in Lebanon for all industrial occupations except mechanical and unhealthy work, and 9 years in Egypt for certain textile mills and 16 types of specified handicrafts).

Despite marked progress, much still remains to be done in the field of child labour, the report states. "Even where advanced legislation exists, constant attention must be given to enforcement. In various branches of employment, such as agriculture, itinerant trades and domestic work, there are still many cases where no minimum age applies or where the regulations are inadequate; and in the less developed countries conditions frequently still exist which recall those prevailing in Europe at the time of the Industrial Revolution, when child labour was entirely unregulated and very young children were found at work in factories and workshops."

Compulsory School Attendance

The school-leaving age has also tended to rise, sometimes preceding and sometimes following the rise in the minimum age for employment. Often the two ages have been expressly made to coincide.

At present, school attendance is compulsory up to the minimum age for admission to industrial employment in Australia, Canada (with the exception of the provinces of Manitoba and Saskatchewan), New Zealand, Union of South Africa, United States, and in most European and Latin American countries. In the Near and Middle East, the school-leaving age is lower than the minimum age for employment. In the Far East, with the exception of Afghanistan and Ceylon, compulsory schooling does not yet exist, but steps are being taken, especially in India, for the introduction, by stages, of compulsory free education.

Exceptions Under the Laws

In ideal conditions, it is observed, the aim of child labour legislation would be

the total prohibition of child labour under the statutory age level, to ensure equal opportunities to all children for physical and educational development. For various economic and social reasons, however, it has been found necessary in most countries to provide for the admission of children to employment under the normal minimum age in certain cases.

The prejudice caused to the children to whom exceptions apply, it is pointed out, depends on the grounds and conditions on which they are granted. Some of them may be made in the interest of the young persons themselves, such as for training in technical or vocational schools. Apprenticeship may also be included on the ground that it is primarily educational in character. A common exception relates to employment in family undertakings or work for parents and guardians. This is often limited to work which is considered as not being harmful to the health and welfare of the child and therefore less likely to have ill effects. Work outside of school hours is also often excepted.

In many countries permits may be granted on specified conditions for employment at an earlier age, either for admission to work in general or for certain kinds of employment only. In a number of countries the exceptions cover admission to work at an earlier age in certain branches of non-industrial employment, such as domestic service, itinerant trading, and public entertainment. In other cases provision is made for excepting light employment in general or certain types of light employment, such as occasional services and running of errands in industry or commerce, and light agricultural work. Poverty of the family, compelling the child to start work below the minimum age, is a frequent reason for exemption from minimum age provisions.

In many cases these exceptions are made subject to certain conditions in order to mitigate the ill effects of premature employment. Thus, frequently they apply not to all children below the statutory age but only to those having reached a specified lower age, and with safeguards for the health, safety and morals of the children concerned. Often the exceptions are made dependent on compulsory school attendance or the child having attained a specified educational standard. The provision requiring attendance at evening school does not, however, ensure a satisfactory level of education, it is observed, as a child attending an evening class after a full day's work is unlikely to obtain proper benefit from the instruction given.

Very frequently, employment at a lower age is permitted outside school hours or during school holidays. In some countries this type of exception covers industrial work, as in the Philippines, some states of the United States, and in the provinces of Nova Scotia and Ontario, although part-time employment of younger children is as a rule of little practical value in industry. Generally it relates to light work in non-industrial occupations, such as delivery of newspapers and other articles, employment as golf caddies, etc., and in agriculture on family farms and for seasonal work.

While complete prohibition of all child labour, even outside school hours, may be considered the ideal solution, in many cases enforcement of such a prohibition would be difficult. Some countries have, therefore, considered it preferable to make such employment lawful, subject to strict regulation and proper safeguards as regards the age of the child, the nature of the work, hours worked, and educational requirements.

Similarly, compulsory school attendance laws frequently provide that children may in certain cases leave school before reaching the school-leaving age to take up employment. In many cases such exceptions are subject to safeguarding conditions regarding the age and health of the child, or are allowed for limited periods of the school year only.

Other exceptions occur, not directly related to employment, which tend to increase the number of children who are not usefully occupied and are therefore likely to enter employment prematurely, particularly in sparsely-populated rural areas. For instance, exceptions are frequently made because of the distance of the school from the home, or because of lack of transport facilities or school accommodation. In a few cases, also, school attendance laws provide a lower school-leaving age for rural areas than for urban districts, as in some provinces of Canada, in Ceylon and Iran.

Enforcement

Enforcement of minimum age provisions often presents difficulties, especially in employment in small-scale industry, non-industrial occupations, and agriculture. Efforts made in various countries to overcome these difficulties are described. In the case of school attendance regulations, inadequate enforcement is frequently the result of such factors as shortage of schools and teaching staff, and lack of transport facilities. These problems exist even in the

most advanced countries, but are especially acute in the less-developed countries with a scattered population, where a proper system of administrative bodies and labour inspection services to supervise the application of minimum age provisions is not yet in operation.

Poverty of the population or of some classes of the population is probably the underlying cause of ineffectiveness of the laws, though tradition and parental ignorance may also be partly responsible. Where children are compelled to work in order to support themselves and their parents or other members of the family, economic necessity appears to be stronger than any law intended to keep them out of employment and in school. In such cases, laws of this kind may do more harm than good unless accompanied by some form of social assistance to raise the standard of living and provide for the maintenance of the children, such as school meals, financial or material aid, and family allowances.

"The fact that the evil of child labour springs primarily from economic causes and that it is in the interest of the nation to combat it is now officially recognized in all parts of the world," the report states, and cites as an instance the Indian constitution adopted in 1949. The constitution incorporates the directive principle that "the tender age of children should not be abused and that the citizens should not be forced by economic necessity to enter occupations unsuited to their age and strength". The constitution of Burma contains a similar principle.

Development of School Facilities

Many countries are still seeking to establish a sufficient number of schools, with adequate and qualified teaching staffs, to meet the requirements of existing school attendance laws. Others, in which no compulsory education law exists, are endeavouring to develop the facilities needed to warrant the adoption of a law. In this latter connection, the educational program drawn up in India for the development of a compulsory school system is mentioned as an outstanding example of such efforts.

In Bolivia, Brazil, Mexico and Venezuela, provisions are contained in certain labour and education laws requiring owners of industrial and agricultural establishments over a certain size, situated at a distance from the nearest town, to establish and maintain primary schools for the children of their employees. In some cases, the

law ensures that the standard of such schools shall not fall below the general level.

Indirect Effect of Other Social Measures

In many countries numerous social measures to assist families and raise the standard of living, such as subsidized housing, tax concessions and the fixing of an adequate minimum wage, indirectly contribute to the maintenance of the children and the prevention of child labour. Attention is drawn to those most likely to achieve this end.

First mentioned are the family allowance schemes now existent in a great number of countries. The introduction, however, of such social measures involves a long period of preparation, and presupposes the existence of financial resources and administrative machinery which, especially in the less-advanced countries, cannot be expected to be available in the near future.

In countries where public education facilities already exist, less ambitious schemes can do much to facilitate school attendance and at the same time, prevent the premature employment of children. Such schemes are those which provide school children with free or low-cost school meals, clothing, school necessities and transport facilities.

Provision of free or low-cost school meals contributes not only to the health of the children but also to their maintenance, and consequently to the prevention of child labour. The wages that a child is able to earn are as a rule so low that they may in many cases be little more than the value

of a free school meal. School meals are already provided in many countries—Czechoslovakia, Denmark, France, The Netherlands, Norway, Sweden and the United Kingdom. The system is also widespread outside Europe as, for instance, in the Latin-American countries and in the United States under federal-aided school lunch programs.

Other means of assistance take the form of free clothing, free textbooks and other school requisites, and free or low-cost transport facilities.

The importance of social welfare measures for the abolition of child labour and the enforcement of compulsory education, it is pointed out, has been recognized by the International Labour Organization. A resolution on the protection of children and young workers, adopted by the Conference in 1945, recommended that the gradual raising of the minimum age should be accompanied at each successive stage by simultaneous measures for assuring the maintenance of children, such as policies to secure full employment, the provision of a living wage for all employed persons, family allowances, etc., and that in order to aid in the simultaneous raising of the school-leaving age, economic assistance should be provided, consisting of free use of textbooks, free or low-cost meals and transportation, and maintenance allowances during the period of compulsory education.

The fullest collaboration between all international bodies concerned is desirable, the resolution concluded, in order to secure an exchange of information and co-ordinated action to promote the well-being of children and young persons.

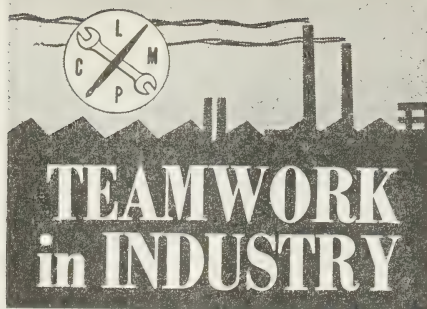
ILO Publication Describes Immigration to Canada

Considerable space is devoted to a study of Canadian immigration policy in an article in the *International Labour Review* of March, 1952, monthly publication of the International Labour Office. In an introduction to the article, the ILO states: "Since the war Canada has admitted rather more than half a million immigrants, and is thus one of the most important receiving countries. As is natural in view of its long experience, Canada has a carefully worked-out immigration policy, and the arrangements for dealing with immigrants are highly developed."

The article, entitled "Organization of Migration into Canada", was written by V. C. Phelan, Canadian Director of the

International Labour Organization. Prior to joining the ILO, Mr. Phelan had been an officer with the Department of Labour and had been concerned with the selection of displaced persons and their movement to Canada.

Mr. Phelan refers to the development of immigration to Canada, the migration from this country, and the ability of the economy to absorb new workers. The article also touches upon the various attitudes of groups in Canada towards our immigration policy and surveys in some detail the services and facilities the Government has established to handle new arrivals.



The Labour-Management Production Committee at the Coleman Lamp and Stove Company in Toronto has been instrumental in helping the company management effect important reductions in spoilage and scrap. This work by the Committee is even more praiseworthy since it is the first major project it has attempted.

Management explained to the Committee that the scrap and spoilage situation had reached dangerous proportions and that the co-operation of all employees would be required to help improve it. The Committee at once agreed to co-operate and asked management for all the facts. Once these had been received, the LMPC moved into quick and purposeful action.

First an inquiry was instituted to find out the exact causes for the situation and what remedies could be proposed to improve it. The Committee discovered that there is considerable handling in making lamps and that careless handling at any stage could have serious consequences. The company assigned one of its men from the utility department to study the different operations and correct any cases of faulty workmanship he found. Through this educational approach operators were shown how and why their mistakes could be costly.

As a constant reminder to the employees of the seriousness of scrap and spoilage, a series of posters was prepared by plant artist W. J. Young, and are prominently displayed through the various departments. Members of the LMPC contributed several good ideas for these posters.

The success of the effort has been marked. Substantial reductions in scrap were recorded in the first month and further improvements are indicated. The excellent teamwork of all concerned was fully rewarded by these results.

Participating union in this LMPC is Federal Union No. 24514, AFL.

* * *

For the past six years, the Labour-Management Production Committee at St. Paul's Hospital in Saskatoon has been serving to improve the relations between employer and employees. This LMPC is

believed to be the first formed in a hospital in Canada. The Committee's work in promoting better relations has been of such high calibre that the union (Branch 287, Building Service Employees' International Union, AFL-TLC) has not presented any grievances since the formation of the LMPC. The hospital management has shown an individual interest in the employees and, as a result, both staff and management have come to know each other better.

The LMPC has also been responsible for sponsoring many operating improvements. Resulting from committee recommendations, signs have been erected pointing to the various departments; provision for more adequate dressing facilities for staff members have been included in a new wing of the hospital; and clearer markings on linens and better ventilation in the hospital laundry have been instituted.

* * *

The LMPC at the Sir Adam Beck Hydro Project in Niagara Falls has recognized the fact that many of its workers do not speak or read English. So that these employees will be able to know and appreciate the benefits of labour-management co-operation, the committee has had a bulletin, explaining the principles of co-operation, printed in French and German as well as English.

* * *

Mr. William MacMillan, who is employed as a mechanic by the Powell River Pulp and Paper Company, recently submitted a suggestion which netted him an award of \$1,000. Mr. MacMillan's award was for designing a new stock proportioner. This consists of a nozzle and hose attachment by which proportioning balance between groundwood and pulp can be maintained at all times.

Local 143, International Brotherhood of Paper Makers (AFL-TLC) and Local 76, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC) are bargaining agents for the employees at the Powell River Paper Company.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during March, and issued four certificates designating bargaining agents. During the month, the Board received seven applications for certification and one application for revocation of certification.

Applications for Certification Granted

1. Local No. 28, Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of employees of Canadian Pacific Air Lines, Limited, employed in its cafeteria at Vancouver (L.G., March, 1952, p. 286).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of freight handlers employed at Pointe au Pic, Charlevoix County, Que., by Clarke Steamship Co., Limited (L.G., March, 1952, p. 286).

3. Local No. 882, International Union of Operating Engineers, on behalf of a unit of stationary engineers employed by Kerr Gifford & Co., Inc., in its elevators at Vancouver (L.G., April, 1952, p. 438).

4. National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of longshoremen regularly employed by Brown & Ryan Limited in the loading and unloading of vessels at Sorel, Que. (L.G., April, 1952, p. 438).

Applications for Certification Received

1. Local No. 16, Amalgamated Building and Construction Workers of Canada, on behalf of a unit of employees of the Burrard Inlet Tunnel and Bridge Co., Vancouver (Investigating Officer: D. S. Tysoe).

2. Canadian Wire Services Local 213, American Newspaper Guild, on behalf of a unit of editorial employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

3. International Chemical Workers' Union, on behalf of a unit of 1,350 employees of Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: R. L. O'Neill).

4. International Chemical Workers' Union, on behalf of a unit of 350 employees of Polymer Corporation Limited, Sarnia, Ont. (Co-Polymer area), Investigating Officer: R. L. O'Neill).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company, comprising ticket clerks employed by the Company in the Vancouver Hotel, Vancouver (Investigating Officer: G. R. Currie).

6. Local No. 213, International Brotherhood of Electrical Workers, on behalf of a unit of electrical workers employed by the Vancouver Hotel Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

7. Local No. 828, International Union of Operating Engineers, on behalf of a unit of operating engineers employed by the Hudson Bay Mining and Smelting Company, Limited, Flin Flon, Man. (Investigating Officer: J. S. Gunn).

Application for Revocation of Certification Received

During the month, the Board received an application from Forbes Rhude, an employee of The Canadian Press, for revocation of the certificate designating the American Newspaper Guild as the bargaining agent of a unit of editorial employees of The Canadian Press. Mr. Rhude made the application on his own behalf and as agent for a number of other employees of The Canadian Press.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister appointed conciliation officers to deal with matters in dispute between the following parties:—

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and the Lakehead Terminal Elevator Association, representing elevator companies at Fort William and Port Arthur, respondent (Conciliation Officer: R. H. Hooper).

2. Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., applicant, and the International Union of Mine, Mill and Smelter Workers, respondent (Conciliation Officer: G. R. Currie).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers,

applicant, and North American Trucking and Distributing Company Limited, Dawson Creek, B.C., respondent (Conciliation Officer: D. S. Tysoe).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Loisselle Transport, Limited, Dawson Creek, B.C., respondent (Conciliation Officer: D. S. Tysoe).

5. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Colonial Coach Lines Limited, Montreal, respondent (Conciliation Officer: R. Trépanier).

6. National Catholic Syndicate of Longshoremen of Sorel, Inc., applicant, and Wolfe Stevedores Limited, Empire Stevedoring Company Limited, North American

Scope and Administration of the Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Elevators Limited, Sorel Dock and Stevedoring Company Limited, Eastern Canada Stevedores Limited, and Canada Steamship Lines Limited, respondents, affecting long-shoremen employed by the companies at Sorel, Que. (Conciliation Officer: R. Trépanier).

Conciliation Boards Appointed

During March, the Minister established Boards of Conciliation and Investigation to deal with matters in dispute between the following parties:—

1. Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways, affecting employees in six of the company's hotels, including Jasper Park Lodge, Jasper; The Bessborough, Saskatoon; The Prince Edward, Brandon; The Fort Garry, Winnipeg; The Prince Arthur, Port Arthur, and The Charlottetown, Charlottetown. The Board had not been fully constituted at the end of the month.

2. Local No. 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and McCabe Grain Company Limited (Shamrock Elevator and Feed Mill, St. Boniface, Man.). The Board was established following receipt of the report of R. H. Hooper, Conciliation Officer (L.G., March, 1952, p. 286), and had not been fully constituted at the end of the month.

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established by the Minister in February to deal with matters in dispute between the Vancouver Hotel Company, Limited, Vancouver, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., April, 1952, p. 439), was fully constituted on March 18 with the appointment of Dr. Joseph A. Crumb, Vancouver, as Chairman. Dr. Crumb was appointed by the Minister in the absence of a joint recommendation from the other two members, C. G. Robson and George Home, both of Vancouver, who had previously been appointed on the nominations of the company and union, respectively.

2. The Board of Conciliation and Investigation established by the Minister in February to deal with matters in dispute between Eldorado Mining and Refining (1944) Limited, Port Hope, Ont., and Local No. 13173, District 50, United Mine Workers of America (L.G., April, 1952, p. 439), was fully constituted on March 7 with the appointment of His Honour Judge W. F. Schwenger, Hamilton, as Chairman. Judge Schwenger was appointed by the Minister in the absence of a joint recommendation from the other two members, J. P. Pratt, Q.C., and Herbert Orliffe, both of Toronto, who had previously been appointed on the nominations of the company and union, respectively.

3. The Board of Conciliation and Investigation established by the Minister in February to deal with matters in dispute between Federal Grain Company Limited (Seed Division, Winnipeg), and Local No. 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., April, 1952, p. 439), was fully constituted on March 21 with the appointment of H. G. H. Smith, Q.C., of Winnipeg, as Chairman. Mr. Smith was appointed by the Minister on the joint recommendation of the other two members, W. D. Watson, Q.C., and Leon Mitchell, both of Winnipeg, who had previously been appointed on the nominations of the company and union, respectively.

Conciliation Board Report Received

On March 14, the Minister received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Canadian National Railways and the Canadian Brotherhood of Railway Employees and Other Transport Workers, affecting employees of the Chateau Laurier Hotel, Ottawa (L.G., March, 1952, p. 286). Later in the month, the Minister was advised that the majority recommendations of the Board were acceptable to the company but not acceptable to the Brotherhood. The text of the Board's report is reproduced on the following pages.

Report of Board in Dispute between

Canadian National Railways (Chateau Laurier Hotel)

and

Canadian Brotherhood of Railway Employees and Other Transport Workers

To the Hon. MILTON F. GREGG,
Minister of Labour,
Ottawa.

*Re: Industrial Relations Act and CNR
and Chateau Laurier Hotel*

SIR:

I am in agreement with the reasoning and conclusions reached by my colleague Mr. Connolly, but would add a few observations:—

1. *Re: Twenty Cent Increase "Across the Board"*

The material submitted to the Board discloses that the Chateau employees, with comparably few exceptions, receive higher wages than the Mount Royal Hotel which is the closest in comparison, although the Mount Royal is almost twice as large.

Labour Department statistics disclosed that Chateau wages are about 8 cents higher per hour than the average of Canadian hotels. There is no evidence that any other railway hotel in Canada generally pays more than the Chateau Laurier. It is likely that hotels in the smaller cities and towns pay considerably less than the average. In instances where the Chateau pays less than the Mount Royal, the Management of the hotel offers to adjust the wages to bring them up to the Mount Royal level.

If the proper principle to be adopted in matters of this kind is to compare wages in any industry with others of the same character, then it seems that no sound background has been offered to warrant an increase in the case of the Chateau employees.

A good deal has been said about the CNR system as including its hotels and advertising it as such, and therefore the hotel employees should be regarded as railway employees, and treated in exactly the same manner. I don't think it can be denied that the nature of the work of say a chambermaid or bell boy, or cook, is entirely different from that of the majority of railway workers. The latter in most instances carries a heavy weight of responsibility. Neglect or lapse, for example in

On March 14, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Canadian National Railways and the Canadian Brotherhood of Railway Employees and Other Transport Workers, affecting employees of the Chateau Laurier Hotel, Ottawa (L.G., March, 1952, p. 287).

The Board was composed of Hon. J. D. Hyndman, Ottawa, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, John J. Connolly, Q.C., and A. Andras, both of Ottawa.

The text of the Board's report is reproduced herewith.

the case of a certain foreman, or more important still, a train despatcher, may result in the loss of many lives and much material.

In my view a hotel is a hotel, whether owned privately, or by a railway company, or other corporation. The fact that the hotel system is mentioned in general advertising by the railway does not change the fact that it is still an hotel and operated as such.

The same question came before Mr. Justice Kellock, and after considering the evidence which was substantially similar to that before us, he concluded quite definitely that the hotel employees had not established a case for an increase. He made no observation with regard to propriety or otherwise of the 4-cent per hour increase awarded by the Statute to all non-operating railway and hotel employees. Mr. Justice Kellock, as Arbitrator, awarded an extra 3 cents per hour to railway men, but refused it to the hotel employees on the ground above stated. He proceeded on the principle that in considering wages any industry must be compared to another or others of the same nature. This principle I think is sound and just. He found, as above stated, that the wages in the Chateau Laurier were generally higher than in other similar hotels, and this situation still exists.

However, since the Kellock award, the cost of living has increased about 20 points, that is from 171 to 191, as at November 1, 1951.

There are many employees who have rooms and/or meals in the hotel and consequently are not affected, certainly to the same extent, as those who live out. Mr. Connolly has dealt with this feature in detail.

If consideration were given to allowing an increase on account of the rise in the Cost-of-Living Index, there would have to be an adjustment in respect to these categories. As I understand Mr. Smith's argument, the claim is really solely because of the increase in the cost of living. As above stated, the Chateau Laurier employees, at the present time, are receiving considerably more than any other comparable hotels, and that being the case I am unable to come to the conclusion that further increase is justified and I am in agreement with the conclusion at which Mr. Justice Kellock arrived on the arbitration.

An "across the board" increase for all employees must certainly result in inequities as between the employees themselves. A person occupying a very important and responsible position, and perhaps who has worked many years in the hotel, would be treated exactly in the same way as a labourer who has no real responsibility except to carry on his work, and who has been but a short time in the employ of the hotel. It seems to be obvious that such treatment would result in gross injustice in many cases.

2. *Re: Forty Hour Week*

It appears that out of 5,711 hotel employees in Canada, a mere handful are on the forty hour week basis. There is, therefore, no ground for applying it in this case, except that the employees desire to bring it in line with many industries of a different nature, who are on the forty hour week. It certainly cannot be said that the Chateau employees are discriminated against in this regard. No doubt the trend is in the direction of the forty hour week. So far as I can see, there is no sound background, in the circumstances, why the Chateau should have it in view of the general situation in other comparable hotels throughout the country. This point was discussed at the hearings in Montreal and we are asked to break new ground so far as the hotels are concerned. However, I do not think that it is our function on a Board of this nature, to accede to this

request, but it should be the subject of mutual agreement between the parties after further full consideration and negotiation.

Statements of the Brotherhood and the Canadian National Railways accompany this report.

Dated this 12th day of March, 1952.

(Sgd.) J. A. HYNDMAN,
Chairman.

* * *

To the Hon. MILTON F. GREGG,
Minister of Labour,
Ottawa.

SIR:

In the matter of the Industrial Relations and Disputes Investigation Act and dispute affecting Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Canadian National Railways (Chateau Laurier Hotel, Ottawa), respondent.

Report of Mr. John J. Connolly, Member of the Board of Conciliation

Hearings in the above debate took place in Montreal on January 31 and February 1, 1952. They were then adjourned and resumed on February 18, upon which day they were concluded.

The representatives of the Brotherhood and of Management, presented their respective arguments in a very able manner. The points of view put forward by each were forcibly presented, but entirely without acrimony. Any misapprehensions of fact by either party related to minor matters and were quickly corrected by the opposite party. We had hoped that the parties might agree on a settlement as a result of the discussions which took place during the first two days of hearing. They were not able to do so.

The main points in dispute were the first two of the seven items mentioned below. Both parties assured us that if agreement could be reached on the first two items, the others would present no problem.

The Agreement being re-negotiated expired on September 1, 1951. The recommendations made herein, it is suggested, should apply to a new agreement effective for one year from its date of completion.

The points of the dispute may be stated as follows:—

1. A general wage increase of twenty (20) cents per hour.
2. Effective October 1, 1951, a work week of forty (40) hours consisting of five (5) days of eight (8) hours each, with two (2) consecutive days off duty in each seven (7); as far as practicable

the days off duty to be Saturday and Sunday. The hourly rates of pay shall be increased by twenty (20) per cent so as to maintain the same earnings as for the present forty-eight (48) hour work week; and no reduction in weekly and monthly rates of pay.

3. Wage adjustments for the printer and the engineers, to bring them into line with prevailing rates for the same jobs in other parts of the system.
 4. Adjustment of inequalities in rates of pay within and between certain occupational classifications.
 5. Elimination of restrictive rules governing Front Office Clerks.
 6. Revision of rules to provide for bulletining of the lowest-rated position within a group.
 7. Inclusion of certain positions, now outside the scope of the Agreement, within the Agreement.
1. *The general wage increase of 20 cents per hour*

The cost of this increase to the Hotel for the present personnel is fixed by Management at \$299,520. This figure was not disputed, and the method of estimating it appears to be reasonable.

The average annual results of the operation of the Chateau Laurier for the period 1946 to 1951 show an income deficit of \$126,091. This includes interest on investment at 4 per cent in the amount of \$362,458. There was some question as to the propriety of charging any interest at all on investment, and in any event for charging at the rate of 4 per cent. There was also a charge for depreciation which was questioned. While I think it proper to accept the figures submitted by Management on both items as realistic figures, Mr. Justice Kellock at page 22 of his report, used 3 per cent as an interest charge on investment. With this figure of 3 per cent there would still remain an average deficit position for the years in question.

In 1948 an Agreement was executed by the parties with reference to wage rates and other matters of common concern. At that time the Cost-of-Living Index was 150.8.

In October, 1950, just shortly after the passage of The Maintenance of Railway Operation Act, the Index stood at 171.7, or a rise of about 20 points over the 1948 level. The aforesaid Act provided hotel employees with a wage increase of 4 cents per hour. In December of 1951, the Index stood at 191.1, or a rise of approximately 20 points again. On page 178 of the

transcript these figures were pointed out to the Union representatives, and they were asked if conditions being the same, a 4-cent increase based upon the rise in the cost of living only, would be a fair maximum. It was admitted that the formula was logical.

This led to the discussion of the fairness of an increase in wages "across the board". On February 1, both parties agreed that an element of unfairness could arise from an "across the board" increase. It was thought, therefore, that perhaps the parties reaching the above-noted conclusions, without prejudice and tentatively at any rate might again attempt to arrive at an agreement based upon wage adjustments where the same were considered necessary.

Further discussions between the parties themselves, took place between February 1 and February, 18, but a solution satisfactory to the Union was not found. On the latter date the Management submitted a proposal to the Board which was unacceptable to the Union, but which did provide wage adjustments in certain categories, the cost of which would involve additional annual expenditures by the Hotel in the amount of \$12,937.68. It is admitted that this proposal would care for the difference between the parties as set out in items 3 and 4 of the points in dispute, and in addition adjust inequities, in the wage levels of certain categories of employees. No one suggests that the proposal submitted to the Board by Management on February 18 is a complete rectification of every possible inequity, but we think it fair to assume that it is as close to that position as could reasonably be expected at this time.

The Management maintained during the hearings that there were many categories of employees receiving wages in excess of the value of the services performed, and out of line with other wages paid in other categories in the Hotel, and in similar categories in non-railway hotels. No downward revision of these was suggested by the Management. However, I think it proper to infer that there would now remain in the Hotel two classes of wages, one which might be considered fair (apart from any increase due to the rise in the cost of living); the other which might be considered too high in the circumstances.

The Brotherhood's claim for an increase in wages "across the board" was not fortified by comparison with wages paid in an industry similar to the hotel industry, nor did the Brotherhood suggest, except in isolated cases, and in certain categories, that

wages at the Chateau Laurier were lower than those paid in hotels operated by organizations other than the railways. Comparisons of this kind are important to arrive at a proper appraisal of the claim put forward by the Union. They were used in 1950 by Mr. Justice Kellock.

When Mr. Justice Kellock made his report on December 18, 1950, as arbitrator under The Maintenance of Railway Operation Act, he compared wages paid by the railways with those paid in another comparable industry, namely "durable goods manufacturing." In dealing with the hotels, Mr. Justice Kellock also compared the level of wages paid in railway-operated hotels with those paid in hotels which were not operated by the railways. He found that the rates paid in the various railway hotels at that time were substantially higher than those paid in other hotels, and for that reason concluded that a case for a further increase in wages in railway hotels had not been made out (page 21). I think it proper to have some regard for the standard proposed by him. Management submitted data to indicate (Exhibit 5) that the wage levels at the Chateau Laurier were higher than the averages for all Canadian hotels as at October 1950, the latest date for which such figures were available. They also submitted data indicating that the average hourly wages in Ontario hotels and restaurants in November 1951 was 68.8 cents. As of the same date the average paid in the Chateau Laurier was 77.3 cents. While Management did not claim a conclusive case for its contention from these figures, it submitted that they were important in appreciating the broad picture.

It is agreed that the only hotel in Ottawa which might be considered for comparison is the Lord Elgin. However, this hotel does not provide catering facilities for its guests, and in other respects it might not be convenient to use it. A comparison was instituted between the level of wages paid in the Chateau and the Mount Royal Hotel, Montreal. (It should perhaps be remarked that the comparison with the Mount Royal may not be entirely fair to the Chateau. The Chateau has some 540 rooms and 537 employees. The Mount Royal has some 1,100 rooms and some 900 employees. Wage levels in Montreal are probably higher than those in Ottawa.) The Chateau rates used were those negotiated in 1950. The Mount Royal rates have been recently negotiated. This comparison established that a total of 260 Chateau employees, or 52.6 per cent have money rates per day higher than those at

the Mount Royal, apart from other more favourable conditions and provisions at the Chateau. A further 167 Chateau employees, or 33.8 per cent receive higher compensation than similar classifications at the Mount Royal, where the value of lodging and meals is included in the contract. Only 13 per cent of the employees at the Chateau, in special categories, receive wages lower than those paid at the Mount Royal. The material submitted by Management on February 18 presumably rectifies the latter.

The Union's claim for an "across the board" increase is based upon the rise in the Cost-of-Living Index. The Union maintains that the standard of living set by the Agreement of 1948, is one which should be continued. The Hotel contends that the 1948 agreement was forced upon Management, and indeed these differences arose before Mr. Justice Kellock in 1950 (page 5). He did not feel that he was called upon to settle it, and I do not think we are. I am clearly of opinion, based on the material produced, that the Chateau wages, on an average, are higher than those paid in other comparable hotels, with the exceptions above-noted, and for these exceptions adjustment is proposed by Management.

It would perhaps be desirable to say something regarding the principle of an "across the board" increase. Management is adamantly opposed to it and the Brotherhood agreed it is not "too satisfactory." For example, a \$50 per month increase in the case of one whose wage is \$100 a month, is a 50 per cent increase; \$50 per month increase to another whose wage is \$150 per month, is 33⅓ per cent increase, and so on. If a group of employees is receiving an obviously inadequate wage, an "across the board" increase will not do injustice *quoad* other employees. On the other hand if a group is receiving wages so high as to be out of line with the other groups, an "across the board" increase gives such employees an unfair advantage. Two "across the board" increases have already been authorized, one of 17 cents per hour in 1948, and one of 4 cents per hour in 1950.

Of the workers in the Chateau, 15 per cent receive free lodging and board; 25 per cent receive free board of three meals a day; 17 per cent receive two meals a day; 5 per cent receive one meal a day. In other words, 62 per cent of the employees of the hotel are in some measure protected against an increase in the Cost of Living. There are 188 employees, or 37 per cent who can and probably do receive gratuities.

These various considerations lead me to the conclusion that a case has not been established for an "across the board" increase, in the circumstances described. I think that in dealing with a dispute of this character regard should be had to the effect its findings might have upon inflationary forces. That consideration I believe, is a factor which further fortifies the conclusion I have reached.

2. *40-hour week with the same take home pay*

It has been established that the 40-hour week has not yet been introduced to the hotel industry in Canada. By Provincial Legislation in the Provinces of Saskatchewan and British Columbia, a 44-hour week has been adopted. Conditions in those Provinces may be different from those prevailing in Ontario and Quebec. New agreements have recently been concluded for the Mount Royal Hotel, Montreal, and the King Edward Hotel, Toronto, and the 48-hour week continues to be the standard work week. Management of the hotel has made an estimate of the cost to it in case of the introduction of the 40-hour week. This estimate is based upon an actual survey of the various classifications of employees in the hotel. The resulting figure is \$283,400. It has been suggested by the Brotherhood that in the Hotel Vancouver following the introduction of the 44-hour work week, a smaller staff than that required during the 48-hour week, was found to be adequate. We think Management has successfully met any suggestion that this reduction was due to greater managerial efficiency only, after the introduction of the 44-hour week. It was shown that services were curtailed, and further, that the reduction in staff was due in part to the fact that better trained employees were available at the time the reduced work week was established. In earlier years the management of the Vancouver Hotel had experienced trouble in securing efficient employees.

From the explanations given I am satisfied that in such a hotel as the Chateau Laurier, which would appear to be operated most efficiently, inevitably an increased staff would be required if the work week were curtailed. This, of course, means an increase in cost of operation.

In view of the prevailing situation in comparable hotels in Ontario and Quebec, I would not think a shorter work week warranted at this time. It is not a sound proposal to ask that the public purse underwrite a shorter work week now. Not only do I consider the burden would be too great for the Chateau, but I think, in

addition, the effect upon the hotel industry in Ontario and Quebec would be harmful. Owing to the inevitable increase in hotel rates, high already, the interests of the travelling public would be greatly affected, and because of the inflationary effect which would follow, damage would result to the general economy.

We have been told that whilst we are dealing with a dispute concerning the Chateau Laurier only, increases in wages in this case will undoubtedly affect other railway and non-railway hotels in many provinces. For this reason I think it our responsibility to take into consideration the consequences to the industry generally that is the effect upon the hotel industry in Canada as a whole, and the very serious question of its effect also upon inflation in this country. Regardless of how highly we regard the representations of the employees at the hearings and regardless how sympathetically we regard the claim of the hotel employees themselves (many of whom we know well), our duty is to search for the basic elements of the problem and to deal with them frankly and fairly.

This is not intended to be a compromised decision. I think under all the circumstances it is a fair conclusion. It may be that very soon higher wages as well as a shorter work week, will be the order of the day in this and other hotels. However, I do not think that time has yet arrived, and that the Canadian public should be asked to subsidize greater annual deficits at the Chateau Laurier to hasten it.

The conclusions I therefore reach are—

(a) That the parties should settle this dispute as to items 1 to 4 by accepting the proposals for wage adjustments offered by the Management on February 18, or any reasonable variation thereof. (We would suggest that Management re-examine the schedule of adjustments submitted on February 18, with a view to granting further adjustments to cases, if any, in which inequities might be considered to exist.)

(b) That the remaining three points of difference be settled as the parties had arranged before the breakdown in negotiations over points 1 and 2.

(c) That the new contract run for one year from the date upon which it is concluded.

Dated March 12, 1952.

(Sgd.) JOHN J. CONNOLLY,
Member.

* * *

To the Hon. MILTON F. GREGG,
Minister of Labour,
Ottawa.

SIR:

In the matter of the Industrial Relations and Disputes Investigation Act and dispute affecting Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Canadian National Railways (Chateau Laurier Hotel, Ottawa), respondent.

Minority Report

I regret to advise you that I have been unable to concur with my colleagues in their views regarding the settlement of the above dispute. Herewith my own views and recommendations:—

Introductory

At the hearings held by this Board it was contended by the Railway Management that the Chateau Laurier Hotel was part of the hotel industry and must be compared with other hotels. The Brotherhood, on the other hand, contended that the Chateau Laurier was part of the Railway system and that its standards of wages and conditions of employment must be measured in terms of the railway industry rather than of the hotel industry. The Brotherhood insisted also that the Railway-owned hotels in Canada are unique in terms of the quality of their service and the high standards of efficiency required of their staffs.

There is no disputing the fact that the Chateau Laurier forms part of the hotel industry of Canada. On the other hand, the fact remains that, notwithstanding the contentions of the management spokesmen, the Canadian National Railways seek to give the public the impression that their hotels are part of its transportation system. Thus the envelope in which ticket agents enclose tickets and reservations has the following message:—

"Your Patronage of
Our Passenger Services
Is Greatly Appreciated. We Invite
You To Try Our
Freight—Express—Telegraph
Steamship—Hotels—Air—Money Order
Facilities or Services"

In the last annual report of the CNR, for the calendar year 1950, there are frequent references to the hotels as part of the CNR. Thus on page 14 there is the following: "**A Railway Is Never Finished.** Something new is always being added to a railway. It may be track

equipment, freight sheds, *hotels*, stations—many things. But year after year, the process of expansion and improvement goes on. The year 1950 was no exception to the rule as the few examples pictured on this page show." On the same page is a photograph of an extension being made to the Macdonald Hotel in Edmonton.

On page 18 the following statement occurs:—

"In providing superior facilities and service for the accommodation of tourists and delegates to international conventions *the hotels and summer resorts owned by the System not only complement railway passenger service but add indirectly to Canada's earnings of American dollars.* Canadian National hotels make an important contribution to the social life and business income of the communities in which they are located. The summer resorts are well known throughout the continent."

On pages 22 and 23 are a group of photographs with the caption "Railway Power Is Man Power." Included among the photographs is one showing a hotel maid at work.

In view of the foregoing it is impossible not to conclude that the Chateau Laurier Hotel, like other CNR-owned hotels, is considered and represented as part of the Canadian National Railways system.

The Railway representatives did not deny the fact that railway hotels provide a type of service superior to that of virtually all other hotels in Canada. The CNR and the Brotherhood are quite clearly in agreement in that point. It seems to me therefore that in considering the matters in dispute before this Board it would be unrealistic to consider the Chateau Laurier merely as part of the hotel industry. It must be considered as that and something else. I think it is also well to bear in mind the fact that Canadian hotels, like other branches of the service industry, are among those Canadian employers whose wages and conditions of employment provide less to their employees than many if not most other Canadian industries.

Arguments have been brought forward based on what is commonly known as the Kellock Award. I do not propose here to analyse the award made by Mr. Justice R. L. Kellock. I should merely like to point out that Mr. Justice Kellock was confined to certain terms of reference and that his award was made in the light of certain circumstances. I believe that the present dispute should be considered on its own merits and on the basis of facts now available. To give undue importance to

the Kellock Award would be to tie the hands of this Board in a manner not contemplated by the Act under which this Board has been established.

The Work-Week

The Brotherhood has asked for the application to the Chateau Laurier of the 8-hour day, 40-hour week, now in effect for all other branches of the Railway system. This is to my mind an entirely reasonable request, on a number of grounds. The first and most obvious is that the 40-hour week is in effect throughout the CNR for all its other employees. An anomalous situation exists for the hotel employees. They are being accorded inequitable treatment.

Beyond the foregoing point, however, is the indisputable fact that the 40-hour week is more and more becoming the standard work-week for all branches of Canadian industry. As a matter of fact, the 48-hour week remains the standard practice in the hotel industry, the pulp and paper industry and perhaps a very few others. It is on the way out. This Board cannot shut its eyes to what is a long-run historical trend in hours of work. To insist on the retention of the 48-hour week in the hotel industry will merely have the effect of making this industry less and less attractive to workers who will see all about them occupations which require a much shorter work-week.

The Railway management have pointed to the fact that the standard hours for the vast majority of hotel employees in Canada are 48 hours. This, of course, is a statement of fact but not necessarily a reason for continuance of these hours. There is nothing sacred about the 48-hour week. At one time hours of work in hotels were even longer and the 48-hour week was received with the same sighs of tribulation as the proposed 40-hour week evokes now.

Part of the improved standard of living which has accrued to nearly all Canadians over the past number of years has taken the form of increased leisure. I think this is a sound principle in an industrial society such as ours. It seems to me, furthermore, that the hotel and transport industries would have an important stake in increased leisure-time opportunities which inevitably contribute to their prosperity.

It is true that conversion to the 40-hour week would add to the costs of administration of the Chateau Laurier Hotel. On the other hand I do not think that the increased cost is likely to be as high as the management fears. It is in the nature of things for management to try and anticipate

the worst in cost increases. It can hardly be blamed for that. I think, however, that the actual cost increase will actually be less than anticipated since the management will spare no effort to cut corners and reduce costs at every opportunity. In fact, the 1950 Annual Report makes the following statement: "Introduction of the 40-hour standard work-week will open up new possibilities for the use of time and labour saving devices and intensify the search for economies to offset the additional wage costs."

In view of all the foregoing, I recommend that the work-week for the Chateau Laurier Hotel employees be reduced to 40 hours per week consisting of 5 days of 8 hours each. In view of the Fact that some period of adjustment is necessary, I recommend that this work-week become effective as of September 1, 1952. I recommend further that the hourly rates of pay be so adjusted as to provide the same take-home pay; this would require a 20 per cent adjustment in rates.

Wage rates

Over and above the change in wage rates required by a change in the work-week the Brotherhood asked for an adjustment in the wage rates of all employees within the bargaining unit of 20 cents per hour. The Brotherhood's case is essentially that the employees have suffered a marked reduction in their real wages, hence in their standard of living. During the past three years the cost of living has risen steadily and substantially. In that period of time the employees have received only 4 cents an hour in wage adjustments, this sum being the result of the Maintenance of Railway Operation Act. In this same interval of time, the wage rates and average earnings of other employees throughout Canada have gone up steadily. In some instances, employees have merely kept pace with changes in the cost of living. In others, employees have done better and have improved their real wage position as well. The request of the Brotherhood would do little more than bring the employees back to their position in 1948. It would not compensate them for the losses they have been suffering since then.

In making a recommendation for a wage adjustment I cannot be unmindful of the fact that the employees of the Chateau Laurier are not all similarly situated with regard to the perquisites which are supposed to be a feature of hotel work. Some employees receive, in addition to their wages, room and board and some receive

meals and tips in addition. Others receive tips but no other perquisites and still another group must depend entirely on its wages. It has not been denied that the rise in the cost of living has hit these different groups of employees with varying degrees of intensity. I think it is only equitable therefore that such wage adjustments as are made should be graduated as closely as possible to the impact which the cost of living must have made on the employees concerned. I recommend therefore wage adjustments on the following basis:—

- (a) for employees who live in the hotel and obtain their meals there, 7½ cents an hour;
- (b) for employees who obtain their meals in the hotel and in addition receive tips, 10 cents an hour;
- (c) for employees who receive tips but obtain neither room nor meals, 12½ cents an hour;
- (d) for employees who receive wages only, 15 cents an hour;
- (e) all the foregoing wage adjustments to be made retroactive to July 1, 1951.

It has been contended by the Railway management that any wage adjustments will add materially to the operating expenses of the hotel. On the other hand, I for one have not been entirely satisfied by the financial data submitted by the Management. There is some contradiction in the statements of the management spokesmen in explanation of the financial details given. In any case, I do not think it is just that the employees should be expected to subsidize their employer by continuing to receive wages which are no longer satisfactory in terms of maintaining a moderately reasonable standard of living.

I cannot agree that any wage adjustment given to those employees would submerge Canada in a fresh wave of inflation. I think that it is not prices that follow wages, but wages that follow prices. Regarding the ability of the CNR to shoulder any increased financial burden, I think it is beyond the powers of this Board to deal with this matter adequately. CNR finances are a matter of historic controversy and are subject to Government policy. The CNR therefore must fall into a different category from most other Canadian employers and the question of ability to pay cannot be placed in the same perspective.

Inter-Occupational Wage Inequalities

The Brotherhood has contended and the management has not disputed the fact that

unjustifiable inequalities exist between and within occupations. At a hearing of the Board held in Montreal, February 18, 1952, the Railway management submitted a proposal identified as Section (e) and Exhibit 10, in which it proposed certain wage adjustments for a group of the employees. I recommended that these proposed adjustments be accepted by the parties and incorporated into their new wage agreement.

Other Points in Dispute

To my mind the other matters in dispute are minor in importance. It was made quite clear at the hearings that they could be quite easily adjusted without the assistance of this Board. There was obviously a willingness to make compromise on both sides. I therefore recommend that these matters be referred back to the parties for negotiation.

Maintenance of Purchasing Power

One difficulty which employees now encounter is that their wages are "frozen" by their collective agreements. Under ordinary circumstances it is desirable that wages, like other conditions of employment, be stabilized for a given period of time. This conduces to stable industrial relations and makes it possible for both the employer and the union to work out common problems with reasonable security against frequent dislocations. During a time of inflation, however, this works against the employees who may in a short period of time see a wage increase completely eaten away. In a number of industries, labour and management have united in providing protection to employees against the erosion of living standards by higher prices through what is commonly known as an escalator clause. This clause provides for an automatic increase in wages with each rise in the official cost-of-living index, and conversely a decrease in wages with each decrease in the index. I think such an arrangement would be equitable here and recommend the inclusion of an escalator clause whereby wage rates would be adjusted by 1 cent per hour upwards or downwards for each one-point change in the index. I would further recommend that the employees be safeguarded against any reduction in the wage rates established in the new contract which is to be signed. In other words there is to be a floor put under the downward effects of the escalator clause. To complement this recommendation, I would recommend further that whatever contract is entered into including an escalator clause be made for a period of two years.

Concluding Remarks

Throughout the hearings before this Board I have been impressed by the good will and cordial relations which exist between the parties. Both parties are to be commended for this desirable state of affairs. I think that labour and management in other industries in Canada would do well to emulate the Brotherhood and the CNR in the relationship which they

have established. The parties to this dispute have shown that it is possible to have differences and still maintain good faith and cordiality in the discussion of problems and the negotiation of demands. I sincerely hope that this state of affairs will continue.

Ottawa, March 12, 1952.

(Sgd.) A. ANDRAS,
Member.

Labour Agreement Negotiated in Denmark

By a substantial majority, employers and employees in Denmark recently accepted mediation proposals which promise to provide stability in the country's labour relations for the next two years and which affect a considerable number of the trade union members and employers there. The agreement, approved by the member unions of the Danish Federation of Trade Unions and by the employers belonging to the Danish National Employers Association, will run for two years, expiring March 1, 1954.

Negotiations between the employers' association and the labour federation began in March with the help of an official mediator and, by the middle of the month, the viewpoints of the two groups had been reconciled in the proposals of the mediator.

Under the terms of the new agreement, the annual holiday for workers will be extended from two to three weeks beginning April 1, 1953. From April 1 this year, holiday pay will be based on 6.5 per cent of a worker's annual income instead of on 4.5 per cent as before.

Wages will be increased by as much as eight öre* an hour in many trades. Working hours in firms operating continuously for seven days and nights will be reduced from 160 hours for three consecutive weeks to 152 hours for the same period by September 1 this year. Beginning March 1, 1953, working hours in such plants will be reduced to 144 hours.

To investigate unemployment among seamen, the agreement provided for the establishment of a five-man committee composed of two representatives from the

Steamship Owners' Association, two from the Seamen's Union and one expert. The committee will study the reasons for present unemployment in the industry.

In connection with the revision of wage rates, it was decided to create two main groups of workers within the Federation of Trade Unions. The first category comprises members of the Iron and Metal Workers' Union, numbering approximately 110,000. The second group includes all other workers within the Federation.

For the iron and metal workers, minimum wages for unskilled workmen are to be raised from 94 to 98 öre an hour; for skilled workers, from 96 to 100 öre per hour. Women workers in this group between the ages of 16 and 18 years had their wages increased from 61 to 63 öre an hour in Copenhagen and from 56 to 58 öre in the provinces. For women over 18 years, the increases in Copenhagen were from 75 to 79 öre per hour; in the provinces, from 72 to 76 öre.

With respect to workers in the second category—those outside the iron and metal industry—adult male workers received increases averaging eight öre per hour; women workers, six öre. Minimum wages were increased by seven öre an hour for men and by five öre for women.

Under the new agreement, apprentices gain increases of six öre per hour. They are also to receive three weeks' holiday with full pay.

The trade unions accepted the mediation proposals by 317,969 votes to 84,467, a majority in favour of approximately 79 per cent. Approximately 76.5 per cent of the employers voted to accept the proposals. In the 1950 negotiations, only 58 per cent of the union members voted to accept the agreement.

*The öre, one-hundredth part of a krone, is worth approximately three-twentieths of a cent.

Collective Agreements and Wage Schedules

Grievance Procedures in Collective Bargaining Agreements of the Manufacturing Industry

Only 14 of 510 current agreements studied by the Department of Labour fail to provide a grievance procedure; 418 provide for step-by-step negotiations in case of complaints; 78 have clauses of general nature

One of the most important ways of maintaining harmonious relations between labour and management is that outlined in the grievance procedure, the method established for the discussion and settlement of differences arising between the parties after a collective agreement has been signed. For the workers in the plant, the union and, in many cases, the company, the inclusion of such a procedure in the agreement is an assurance of the fullest possible consideration of their grievances.

Moreover, this assurance is important to the parties when agreeing to the prohibition of strikes and lockouts and the arbitration of outstanding differences while the agreement is in effect, as required under most Canadian industrial relations legislation.

Generally, problems referred for consideration at the various stages of the grievance procedure are of two kinds. There may be some dispute over the way in which the terms of the agreement are interpreted by management or by the workers in the plant. Or differences may occur over problems which were not foreseen at the time the clauses were written. Disputes of the latter type, however, are excluded in some cases by limiting the application of the grievance procedure to matters of interpretation and violation of contract provisions.

Whatever the nature of the grievance, the practice set up by the grievance procedure involves a possible series of discussions aimed at seeking an acceptable solution to the issues in dispute. If settlements are not reached at the early stages in these discussions, which usually take place among those directly involved, the grievance is automatically carried to the executive officers of the company and of the union.

It would appear from the wording in many agreements that the major purpose is to provide a channel for the complaints of individual employees. The clauses in these agreements imply that any employee complaint will be dealt with, but no mention is made of grievances from the company or from the union as such. A substantial number of agreements do, however, provide that not only employee grievances but also company complaints and differences between the company and the union over clauses in the agreement will be handled as set forth in the grievance procedure.

Except in a relatively few cases where discussions must be carried on by the worker himself or by the union business agent, representations on behalf of employees having complaints are usually made by the union steward. As union officials, these stewards, each elected as spokesman by workers acting in small groups throughout the working force, are charged with the responsibility of handling grievances in their particular section of the plant. But where discussions have advanced without success to the stages where senior management officials are involved, several stewards may combine as a grievance committee or, as in the case of many national and international unions, the assistance of a full-time union staff member may be sought.

Company representation in discussions of grievances at first usually falls to the foreman as the official most intimately concerned with the problem. But, failing settlement at this level, management officials at successively higher levels enter the discussions. Almost without exception, the participants in the final steps of a grievance procedure are senior officials of management and of the union.

Grievance procedures are, in most agreements, supplemented by an arbitration provision.¹ If a settlement is not reached after all stages of negotiation, the dispute may be submitted to arbitration.

Since grievance procedures are used primarily for the settlement of complaints by individuals, many clauses in collective agreements provide for "step-by-step" negotiations in the case of a complaint. The Economics and Research Branch of the Department of Labour recently studied a sample of 510 current agreements in Canadian manufacturing industries. Of that number, 418 provide this "step-by-step" type of procedure, involving a series of discussions between management and union officials at various levels.² Most of the remainder contain clauses of a broad, general nature. Only 14 have no grievance procedure at all.

While grievances are generally referred to arbitration if negotiations fail, 53 of the agreements which have a grievance provision do not contain an arbitration clause. On the other hand, half of the 14 contracts which have no grievance procedure do have an arbitration provision.

Labour agreements containing a general grievance procedure prevail mainly where the nature of the industry or the scope of the collective agreements make an elaborate arrangement unnecessary. Such a provision is found in many master contracts, each applying to a number of small shops in an urban area and their employees, for example, the agreements covering various clothing manufacturing establishments and their employees, or those of a craft group in various printing and

publishing firms. It is customary in such circumstances for the union official, such as the business agent, to handle complaints in the shop, dealing directly with the manager. These general grievance clauses have been omitted from the following analysis which, as a result, deals with those 418 detailed procedures found in the more than 500 manufacturing agreements examined.

Definition of Grievances.—In most of the manufacturing contracts studied, definitions of grievances are not included. Nevertheless, about two-fifths of the grievance clauses limit the use of the procedures to issues involving the interpretation, application, or violation of contract terms. A few others define a grievance broadly to include any controversy arising in the day-to-day working relations between the employer and the employees. In 19 contracts covering about 17,000 workers, it is provided that the company may present grievances; 37 agreements affecting 26,000 workers refer to grievances arising directly between the union and the company over the alleged violations of contract terms.

Steps in Procedure.—In the 418 provisions examined which provide for a series of discussions, each commonly called a "step" in the grievance procedure, some had as many as six steps. Three- and four-step procedures, however, are the most common, being included in nearly three-quarters of the 418 agreements. Where found, the five- and six-step procedures are most frequently in agreements for large bargaining units of employees, although no close relationship is evident between the size of the bargaining unit and the number of steps. Other factors, such as the organizational structure of the firm as well as union and management policies for delegating authority, appear to play a more important part in determining the number of steps.

Type of Grievance Procedure	
Step-by-step procedure .....	.....
General provision .....	.....
No provision .....	.....
Totals .....	.....

Agreements		Workers Covered	
Number	%	Number	%
418	82	277,300	89
78	15	31,100	10
14	3	3,200	1
510	100	311,600	100

First Step

The employee having a grievance, his steward and his immediate supervisor generally take part in discussions at the first step. In only 10 per cent of the 418 procedures is the foreman not consulted, and in only 15 per cent is the participation of stewards not provided for either on an optional or an obligatory basis. Implicit in this arrangement is the assumption that this group should first have the opportunity to settle their differences because of their intimate knowledge of the circumstances.

Intermediate Steps

In a small number of procedures the only additional step, failing settlement at the initial discussions, involves consideration by senior company officials and union representatives. But more frequently from one to four possible intermediate steps are set forth. Union stewards, or comparable employee representatives, normally act on behalf of the employees, although, where there are a number of intermediate steps, the shop or grievance committee may act in the latter stages. Seventy-five per cent of manufacturing contracts examined provide for such a committee, generally made up of a number of stewards.

The management representatives who may participate at these stages depend mainly on the organization of individual plants, although departmental supervisors, superintendents, personnel officers, and others of corresponding rank customarily take part if the need arises.

Final Step

Where a grievance committee functions, it normally acts for employees at the final negotiation stage. Otherwise, a chief steward is often the employee representative. About 65 per cent of the agreements provide for assistance by a full-time officer of the national or international union.

The company is almost always represented by an executive officer or officers. Under agreements covering multi-plant bargaining units, negotiations at the final stage may be carried on between the head office executives of the company and national officers of the union, even though the grievance may have arisen at a branch plant.

In contrast, a joint union-management committee made up of equal representatives from each is responsible for dealing with grievances at the final stage in 44 of the contracts. These committees may be instructed in the agreement to meet at specified times, for example, once a month, to consider all complaints which have not previously been adjusted.

Initiation of Grievances.—There is a variety of ways in which grievances may be initiated. Some employers feel that an employee should at the first step personally try to settle a complaint with his foreman. On the other hand, unions sometimes insist that the union representative should deal with the foreman at the first step. Consequently, it is a practice in some plants for the employee himself to discuss a complaint with his foreman, while in others this role is left to the employee representative. But most frequently the employee has the option of acting independently or with his steward.

Most of the agreements refer to the desirability of initiating and settling grievances promptly. About one-quarter require that a grievance must be initiated at the first stage of the procedure within a given time after the event giving rise to the complaint. The time allowed varies from contract to contract but is usually less than 10 days. In grievances accorded special consideration, as in the case of discharges which are contested, the time limit is as short as 48 hours.

Initiation of Employee Grievances in 418 Manufacturing Contracts

	Agreements		Workers Covered	
	Number	%	Number	%
Employee only	78	18.5	55,600	20.0
Union representative only.....	71	17.0	20,900	7.5
Employee and/or union representative*...	238	57.0	184,100	66.5
Plant grievance committee.....	28	6.5	15,800	5.5
Not stated	3	1.0	900	0.5
Totals	418	100.0	277,300	100.0

*Most of these agreements state that the employee shall present a grievance with or without the assistance of his steward. Others state that a grievance shall be presented by the employee and his steward together.

Grievances are commonly reduced to writing, although informal, oral discussions appear to be preferred at the first one or two steps. Written statements of complaints and of decisions are more often required at subsequent stages. This arises from the feeling that written statements tend to assure concentration on the vital points in dispute as the grievances move to higher levels of management and union.

Grievances Receiving Special Consideration.—Certain types of grievances are accorded immediate attention at higher levels of the procedure without having to pass through the initial stages. Grievances other than those of individual employees are usually in this category. Because complaints of the company or the union are likely to concern broad matters over which junior officials will not have authority to make decisions, it is usually provided that such grievances may be presented at an advanced stage in the grievance procedure.

Among employee grievances, those alleging improper discharge often receive special attention. Shortened procedures for discharge complaints are provided in 154 agreements covering about 117,000 workers. Promptness in dealing with discharge complaints is considered essential as is indicated by the requirement in the large majority of these clauses that the grievance be submitted within a relatively short time limit, usually three days or less. In addition, it is generally a requirement that grievances of this type be presented in writing. Most of these discharge clauses also specify that, if in grievance deliberations a dismissal is found to have been unjustified, the employee is to be reinstated in his former position with pay back-dated to the time of discharge.

Time Limits in Steps of Procedure.—Few agreements set time limits throughout the entire process for the rendering of decisions or, if necessary, for the referral of complaints to the next step. But about 70 per cent of the procedures state that management must render its decision within a given time in at least a number of the steps, and 30 per cent also provide limits on the time for appeal to the next step in all or some of the stages.

Grievance Handling During Working Hours.—Grievance settlement activities are, as a rule, carried on during working hours. Most agreements state, however, that the steward or committee man taking time off from his regular job for grievance meetings must obtain permission from his supervisor and report to him on re-commencing work.

Approximately one-quarter of the grievance clauses provide that employees will be paid at their regular rate of pay for time spent in grievance activity. In most of these, however, some limitation is placed either on the amount of time or pay which will be allowed for this purpose. The most frequent limiting clause is general and states that hours devoted to grievance handling must be kept to a "reasonable time". Others restrict the number of hours which may be spent on grievance work to specified periods during the day, a few restrict pay compensation to certain of the steps, and a small number provide for pay only for meetings called by management.

While 75 per cent of the 418 step-by-step procedures have no specific provision respecting pay for working time spent on grievance negotiations, it is clear in most that grievances are to be adjusted during working hours, which would seem to imply no loss of pay for the steward.

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Logging

Logging—*Southern Interior (Cranbrook Area and Kamloops and Kelowna Area) and Northern Interior Districts, B.C.—Certain Logging Firms and Lumber and Other Wood Products Manufacturers and International Woodworkers of America.*

Agreements to be in effect from September 1, 1951, to August 31, 1952, and thereafter from year to year, subject to 60 days' notice.

The agreements are similar to the ones previously in effect (L.G., July, 1951, pp. 971 and 972) with the following changes and additions:—

Vacations with pay: all agreements now provide that all employees with 5 or more years of continuous service (1,250 working days) will receive one week, or pay in lieu thereof, in addition to the period provided under the provincial Annual Holiday Act. Previously only the agreements in the Northern Interior District contained this provision.

The rate for board and lodging has been increased by 15 cents per day and is now \$2.15.

Hourly wage rates are increased by 20 cents for employees receiving the common labour rate or more and for watchmen, and by 18 per cent or 15½ cents (whichever is greater) for those receiving less than the rate established for common labour. The basic rate for common labour is now \$1.30.

Escalator clause: an escalator clause has been added to the agreements. It provides a cost-of-living bonus, effective March 1, 1952, based on the September 1, 1951, Dominion Bureau of Statistics' cost-of-living index figure: for each 1.3 points rise in the index employees will be paid a bonus of one cent per hour. If the index drops the bonus will be adjusted downward in accordance with the above formula provided, however, that a drop in the index below the September 1, 1951, figure will not affect the basic wage rates.

An **off-shift differential** has also been added: a premium rate of 4½ cents per hour will be paid for work on the second and third shifts.

Mining

Metal Mining—Noranda, P.Q.—Noranda Mines Limited and United Steelworkers of America, Local 4278.

Agreement is to be in effect from January 28, 1952, to January 27, 1953. The parties will be governed by the Labour Relations Act of the Province of Quebec as regards negotiations for a renewal of the agreement.

Hours: 8 per day, 6 days a week, except that for employees on rotating shifts the work week will average 6 days over each 3 weeks' period; underground—hoisting and lowering schedules will be arranged to provide approximately 8 hours from collar to collar per shift but variations, not exceeding 15 minutes, which do not occur consistently are to be disregarded, while any delay, greater than 15 minutes, in hoisting employees from underground which is due to necessary repair work or safety considerations or to causes beyond the company's control will be paid for at straight time, but such time shall not be considered to be time worked. Underground employees will be allowed a 30-minute lunch period on company time. **Overtime:** time and one-half for work in excess of 8 hours in one day or 48 hours in one work week, except when such excess is due to a change of shift; double time for work on 5 specified paid holidays.

Vacations with pay: for employees with less than 5 years of plant seniority as provided by provincial legislation; employees with 5 or more years of plant seniority will be entitled to twice, and those with 20 or more years of plant seniority of three times, the vacation with pay provided for employees with less than 5 years of plant seniority; however, such vacations are not to exceed 2 and 3 weeks, respectively.

Hourly wage rates effective on December 31, 1951, shall be increased by 14 per cent (to the nearest cent) effective January 28, 1952, and each employee regularly employed on January 30, 1952, will be entitled to retroactive payment of 5 per cent net of his gross earnings from April 1, 1951, to December 31, 1951, inclusive, and 14 per cent of such earnings from January 1, 1952, to January 27, 1952, inclusive.

Seniority: there shall be two types of seniority, plant and departmental. Qualifications of the employees concerned being equal, plant seniority, shall apply in cases of reduction in force (except temporary lay-offs) and in re-hiring within a period of 6 months from the date of the lay-off, and departmental seniority in cases of promotions.

Provision is made for *grievance procedure*.

Metal Mining—Copper Mountain, B.C.—Granby Consolidated Mining, Smelting and Power Company Limited and the International Union of Mine, Mill and Smelter Workers, Local 649.

Agreement to be in effect from November 5, 1951, to November 4, 1952, or for the period during which a majority of employees are members of the union in good standing, whichever period may be the shorter. The parties agree to meet before November 4, 1952, to discuss its renewal; the obligation of the company to do this is contingent upon a majority of the employees being members of the union at that time.

Check-off: the company shall deduct from the pay of each employee, as a condition of his continued employment, a specified amount and remit same to the union. Each employee from whose pay such amount is deducted shall have the right to vote as if a member of the union in good standing at any election of local officers of the union. Union dues and assessments in excess of the specified amount will be deducted by the company from the pay of employees who so authorize; such authorization may be revoked at any time.

Hours: an average working week of 42 hours for all employees working on a continuous work cycle; where such continuous work cycle is not necessary or advisable, the working hours will be alternately 40 and 48 hours per week, with overtime rates payable for work over 44 hours in a week. For all underground employees within the jurisdiction of the agreement 8 hours from shifter's office to shifter's office shall constitute a shift. **Overtime:** time and one-half for work in excess of 44 hours in any continuous period of 7 days and for work on the regular day off; triple time (previously double time) for work on 8 paid holidays.

Vacations with pay: one week after one year's service (not less than 225 days of work) and an additional day for each

additional year of continuous service up to a maximum of 18 (previously 12) days. The starting date for this computation shall be June 1, 1942.

Daily wage rates for certain classes: underground—shaftmen \$13.45, hoistmen \$13.04; carpenter (rough), car repairman \$12.76; miners, chutemen, timbermen \$12.66; motormen, mucking machine operators, pipemen, powdermen, trackmen \$12.24; brakemen, muckers, nippers, samplers, helpers \$11.44. Surface—blacksmiths, moulders, furnacemen \$13.56; plumbers \$13.04 and \$13.56; truck drivers \$11.96 and \$13.60; electricians, machinists \$11.44 to \$13.56; engineers, 3rd and 4th class (firemen) \$12.24 and \$12.98; welders, carpenters \$12.76 and \$13.56; cat drivers \$12.24 to \$14.12; ball mill operators, cranemen \$12.24; tradesmen improvers \$11.96; oilers, filtermen, reagent and ball man \$11.44; feedermen, helpers, labourers \$11.16.

A contract committee of three members of the union shall be set up to concern itself exclusively with problems of contracting and price setting for underground contracts. The company will notify the union and present proposed contracts to the committee for ratification. The committee shall pass on all contracts within 3 days of submission. Members of the committee will be paid for time required for such work up to 50 hours per month.

Off-shift differential: a premium of 4 cents per hour will be paid for all regular work performed on the afternoon shift and of 8 cents per hour for work performed on the night shift and where 4 hours are worked on the afternoon shift and 4 hours on the night shift.

Welfare plan: the company will pay one-half of the cost of the Granby Medical Plan up to a maximum of \$1.50 per month for married men and 75 cents for single men. The company will undertake the payment of all costs of the present Group Life Insurance policy. The present coverage of \$1,000 and \$500 will be increased to \$1,500 and \$750, respectively.

Seniority: all other things being equal, length of continuous service with the company shall be the determining factor in lay-offs and re-employment after lay-offs. In regard to promotion, length of service in the department concerned and in the job classification in which the employee has been carried on the payroll shall be the determining factor, provided the employee has the required skill, ability, dependability and training.

Provision is made for a *Safety Promotion Committee* of employees, for the maintenance of the *Labour-Management Committee* at Copper Mountain and the setting up of a similar committee at the Allenby District and for *grievance procedure*.

Manufacturing

Wood Products—Southern Interior and Northern Interior Districts, B.C.—Certain Lumber and Other Wood Products Manufacturers and International Woodworkers of America.

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

Printing and Publishing—Montreal, P.Q., Ottawa, Toronto, Hamilton and London, Ont.—The Canadian Lithographers Association Inc. and the Amalgamated Lithographers of America, Locals 27, 40, 12, 42 and 47, respectively.

Agreement to be in effect from January 1, 1952, to December 31, 1952, and thereafter from year to year, subject to notice during the month of October. This agreement is similar to the one previously in effect (L.G., June, 1951, p. 823) with the following changes and additions:—

Wage rates are increased, retroactive to the first complete weekly payroll period after December 10, 1951, by approximately 10-82 per cent of the 1951 basic rates.

Escalator clause: the following provision has been added: "Should there be a rise in the official cost-of-living index beyond the base as of date of signing of the contract or a subsequent fall to this said base, below which no reduction can be made, then there shall be a general wage adjustment on the basis of one (1) cent per hour for every one (1) point increase or decrease, such adjustment to be made quarterly on full points only and added to or subtracted from the wage scale."

Welfare plan: the additional benefits under the medical Expense Reimbursement Plan shall, effective as from January 1, 1952, be provided by the employers both for employees and for their dependents (previously they were provided for employees only).

Aluminum—Arvida, P.Q.—The Aluminum Company of Canada Limited and Le Syndicat National des Employés de L'Aluminium D'Arvida, Inc.

Agreement to be in effect from July 9, 1951, to November 15, 1952, and thereafter from year to year, subject to notice.

Check-off: voluntary and revocable.

Hours: the company was to institute a 42-hour week by December 31, 1951. Until the establishment of such 42-hour week the hours of work were to be: for day workers—8 per day, Monday through Saturday, a 48-hour week; for shift workers—8 per shift, 6 days a week, with an average of at least one rest day per calendar week. Shift workers will be allowed time off for meals (not over 30 minutes) during the middle of the shift. **Overtime:** time and one-half for work in excess of 8 hours per day or in excess of the standard work week (48 or 42 hours, as the case may be) and for work on Sundays or the alternative days off. Until the establishment of the 42-hour week, time and one-quarter was to be paid for time worked between 42 and 48 hours per week. Any employee required to work 2 or more hours overtime will be given a free lunch by the company.

Statutory holidays: 9 specified holidays will be observed by day workers; shift workers, owing to the nature of continuous operations, cannot be allowed any statutory holidays. The agreement provides for 4 specified paid holidays during 1951 and for 6 paid holidays during 1952 (previous agreement provided for 2 paid holidays).

Vacations with pay: one week after one year (1,650 hours) of continuous service, 2

weeks after 3 (previously 5) years' continuous service, provided an employee has worked at least 1,650 (previously 1,800) hours, exclusive of overtime, since he last qualified for a vacation. Employees with less than one year's service or who have worked less than 1,650 hours during the last vacation year will be granted one-half day for each full calendar month of continuous employment.

Hourly wage rates for certain classes, effective until the institution of the 42-hour week: for day workers (shift workers receive 2 cents per hour more in each class)—apprentices 90 cents to \$1.25, analysts \$1.21 to \$1.37, armature winders \$1.34 to \$1.49, blacksmiths \$1.28 to \$1.50, millwrights \$1.30 to \$1.50, brakemen \$1.30 to \$1.44, fitter \$1.30 to \$1.49, crane-men \$1.20 to \$1.27; moulders, core makers \$1.26 to \$1.47; pipe-fitters, plumbers \$1.28 to \$1.46; electricians \$1.31 to \$1.53, furnace-men \$1.20 to \$1.41, groundmen \$1.17 to \$1.24, linemen \$1.33 to \$1.48, instrument mechanics \$1.32 to \$1.56, machinists \$1.30 to \$1.54, mechanics \$1.27 to \$1.49, tinsmiths \$1.28 to \$1.49, truck drivers \$1.13 to \$1.32, welders \$1.29 to \$1.51, labourers \$1.13. Wage rates will be reviewed once each year and adjustments within the ranges will be made having regard to the skill and capacity of the individual employee. With the establishment of the 42-hour week the above rates were to be increased by 9 per cent, adjusted to the nearest cent.

Escalator clause: the company shall pay to all eligible employees a cost-of-living bonus of 40 cents per point per week for each point increase in the DBS cost-of-living index above 182 (index figure for May, 1951). The bonus is to be adjusted upward or downward as of the effective date of the agreement and at 3-months intervals thereafter, but there is to be no decrease if the index falls below 182.

Seniority: skill, competence and efficiency, as determined by the company, shall govern in cases of promotions, demotions, transfers, suspensions, lay-offs, dismissals and rehiring. When two or more candidate satisfy the normal requirements of the job, the employee with the longest continuous service will be given preference. The company shall also take into account the employee's continuous service in the department concerned, his family status and place of regional residence.

Provision is made for *grievance procedure*.

Aluminum Products—Shawinigan Falls, P.Q.—Aluminum Company of Canada Limited and Le Syndicat National des Employés de L'Aluminium de Shawinigan Falls, Inc.

Agreement, which was made following strike, to be in effect from April 15, 1951, to April 14, 1953, and thereafter from year to year, subject to notice.

Check-off: voluntary and revocable.

Hours: 8 per day or shift; the normal work week shall be an average of not less than 42, and not more than 43, hours (previous agreement provided for 48 hours per week). **Overtime:** time and one-half for work in excess of the scheduled hours per week; double time for work on 6 (previously 3) specified *paid holidays*. There will be an additional 3 days observed as statutory holidays. Shift workers will be allowed a 30-minute lunch period.

Vacations with pay: 7 days after one year's continuous service, 14 days after 3 (previously 5) years' continuous service, provided an employee has worked at least 1,650 hours during his vacation entitlement period. Employees with less than one year's service and those who have not worked a minimum of 1,650 hours during the preceding year shall be entitled to one-half day for each full calendar month of continuous employment, provided they have worked on the average 137½ hours per month. The company retains the right to withhold one-half of the allowance for vacation from any worker who has lost more than 96 hours from work, without reasonable excuse, during the 12 months preceding the vacation period.

Hourly wage rates for certain classifications: Fabricating division—cable department \$1.18 to \$1.48; cable accessories department—tier, finisher \$1.20 to \$1.28; etcher and tier, drill press operator \$1.23 to \$1.32; power press operator, milling machine operator, boring lathe and drill \$1.26 to \$1.36, armour rod lathe operator, cable accessories storeman \$1.29 to \$1.40; warehouse—\$1.20 to \$1.40; wire and rod department—rewinder, furnace charger, hand straightener \$1.20 to \$1.28; machine helper \$1.23 to \$1.32; rectangular straightener, nail maker, \$1.29 to \$1.40; rivet maker, flat mill operator, heat treater \$1.31 to \$1.44; wire drawer \$1.34 to \$1.48; drawing die maker \$1.40 to \$1.56. Reduction division—casting and shipping \$1.20 to \$1.44; paste plant \$1.20 to \$1.40; potroom service—stud cleaner \$1.20 to \$1.28, tool repairman \$1.23 to \$1.32; flexible changer, channel and stud straightener \$1.26 to \$1.36; service crane-men, pot repairman \$1.29 to \$1.40; potrooms—stud inserter, stud puller, rod raiser, channel mounter \$1.26 to \$1.36; crustbreaker operator, siphoner, crane-man \$1.29 to \$1.40; trimmer \$1.31 to \$1.44. Mechanical and electrical division: mechanical department—labourer \$1.18 to \$1.25, reel painters, fan cleaners \$1.23 to \$1.32; greasers \$1.26 to \$1.36; boiler operator, tractor operator \$1.29 to \$1.40; saw filer \$1.34 to \$1.48, rigger \$1.40 to \$1.56; trades (rates for tradesmen, improvers and apprentices, respectively)—painter \$1.34 to \$1.48, \$1.18 to \$1.31, \$1.14 to \$1.34; bricklayer \$1.37 to \$1.52, \$1.18 to \$1.34, \$1.17 to \$1.37; blacksmith \$1.42 to \$1.60, \$1.18 to \$1.39, \$1.22 to \$1.42; carpenter, pipefitter, welder, armature winder, meterman \$1.45 to \$1.64, \$1.20 to \$1.42, \$1.25 to \$1.45; millwright, machinist, electrician, rectifier electrician \$1.48 to \$1.68, \$1.23 to \$1.45, \$1.28 to \$1.48. Although the wage schedule provides minimum rates at \$1.18 per hour, actually the minimum hiring rate shall not be less than \$1.19. Workers while holding rank of gang leader will receive 5 cents per hour extra if supervising 5 workers or less, 7½ cents per hour if supervising 6 to 11 workers and 10 cents per hour of supervising 12 or more workers. The parties may establish special wage rates for handicapped persons.

Escalator clause: effective October 5, 1951, employees will be paid a cost-of-living allowance based on the Dominion Bureau of Statistics' cost-of-living index: for each 1-1 points increase in the index over 182-0 points employees will receive an allowance of one cent per hour. Adjustments will be made quarterly, upwards or downwards, provided that no adjustment will be made if the index falls below 182-0 points.

Off-shift differential: employees will receive a premium of 5 cents per hour for work

on the afternoon and night shifts (previously they were paid a premium of 2½ cents per hour for the afternoon shift and 5 cents per hour for the night shift).

Provision is made for *grievance procedure* and *seniority rights*.

Clocks—*Peterborough, Ont.*—*Western Clock Company Limited and the International Union of Electrical, Radio and Machine Workers, Local 570.*

Agreement to be in effect from December 1, 1951, to December 1, 1952, and thereafter from year to year, subject to 60 days' notice. Once during the term of the agreement, but not before June 1, 1952, the question of wages may be reopened by either party on 30 days' notice.

Check-off: voluntary but irrevocable.

Hours: 8½ per day, Monday through Friday, a 42½-hour week. *Overtime*: time and one-half for work in excess of 8½ hours in any one day or 42½ hours in any one work week, whichever is greater; double time for work on Sundays (except that employees whose regularly scheduled work week includes Sunday work shall be paid time and one-half for such work) and on 8 specified *paid holidays*.

Rest periods: the company will continue to allow employees on assembly and finishing lines two 10-minute rest periods a day.

Vacations with pay: after one year's continuous service one week, after 5 years' continuous service 2 weeks and after 20 years' continuous service 3 weeks or, if the company finds this impracticable, 2 weeks and pay in lieu of the 3rd week.

Wages: effective November 19, 1951, employees are granted a general wage increase of 12 cents per hour. However, this increase shall not become a part of the basic hourly wage for the determination of piece-work and incentive payment.

Escalator clause: employees will be granted a cost-of-living allowance based on the Dominion Bureau of Statistics' cost-of-living index: for each 1-3 points rise above 190-4 they will receive an additional one cent per hour. Adjustments will be made quarterly, upwards or downwards, but they will not affect wages if the index falls below 190-4.

Seniority: the principle of plant-wide seniority will be applied to lay-offs within a department. Recalls will be made in the reverse order of lay-offs, provided the employee concerned is qualified to do the job. The union shall have the right to designate not over 20 employees who shall have preferential seniority during their continuance in office, as follows: union executive officers shall head the plant-wide seniority roster, while departmental stewards or committee men shall head their departmental seniority roster. The company shall have the right to exempt not over 20 employees, who are of special value to the company, from the seniority provisions.

Provision is made for *grievance procedure*.

Shipbuilding—*Halifax and Dartmouth, N.S.*—*Halifax Shipyards Limited and Industrial Union of Marine and Shipbuilding Workers of Canada, Locals 1 and 13.*

Agreement to be in effect from November 1, 1951, to November 1, 1952, and thereafter from year to year, subject to notice.

Check-off: voluntary but irrevocable.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. Employees on night shift shall work 11 hours per night for which the night time rate of time and one-eighth will be paid for the first 9 hours and the overtime rate of time and one-half for the last 2 hours; this does not include firemen, compressor operators and others on a 24-hour continuous employment basis. *Overtime*: time and one-half for any work in excess of 15 minutes other than during regular working hours; double time for all work on Sundays and on 9 specified holidays, 4 of which are *paid holidays*.

Vacations with pay: employees with 12 months' service within a period of 2 years shall be entitled to one-half day for each 25 days worked, to be taken during the succeeding vacation year. Vacation pay will be calculated at the employees' hourly rate at the time the vacation is granted for the standard working week of 44 hours, or part thereof. After an employee has accumulated 5 years' service within a period of 10 years the award of vacation credits shall be doubled in the subsequent years.

Hourly wage rates for certain classifications: hammersmith, heavy forger \$1.54; blacksmith, anglesmith, plater, shipfitter, boilermaker, flanging press operator, flanger, riveter, chipper and caulker, sheet metal worker, shipwright, carpenter, wood caulker, ship rigger, machinist, electrician, pipefitter, plumber, painter, saw filer \$1.44; lay-out man, layer-out (boiler shop) \$1.49 to \$1.59; boiler or tank cleaner, boiler scaler, bolter-up, reamer, countersinker \$1.24; slinger, hooker-on, signalmen, locomotive brakeman, assembler, erector plate hanger \$1.19 to \$1.29; rivet tester \$1.49; coppersmith, patternmaker, tool maker \$1.44 to \$1.64; crane operator \$1.34 to \$1.54; garage mechanic, garage man, portable welders and compressors \$1.39; fireman, boilerman, oiler, greaser \$1.19; labourer \$1.09, female and juvenile \$1.08; indentured apprentices in certain skilled trades, starting rate 90 cents, after 1,000 hours 96 cents, with an additional increase of 6 cents per hour for each additional 1,000 hours till rate of \$1.14 after 4,000 hours is reached and then an additional 7½ cents per hour for each additional 1,000 hours till \$1.44 per hour is reached after 8,000 hours. A chargehand supervising 15 or more workers will be paid 10 cents per hour over the hourly rate and a leadhand supervising 5 to 14 workers 5 cents per hour over the hourly rate. Men performing exceptionally dirty work recognized in the industry as "Dirty Work" shall be paid time and one-quarter while so engaged. The above wage rates are 27 cents per hour higher than the rates provided in the previous agreement; this includes a 5-cent per hour increase which became effective November 2, 1950, and another increase of 10 cents per hour which became effective July 5, 1951.

Shift differential: time and one-eighth will be paid to all employees on night shift, except where overtime rates are payable.

Seniority: after 12 months' service within a period of 2 years employees shall be entitled to plant and departmental seniority. In the case of employees whose basic hourly wage rate is over \$1.19, ability being equal,

seniority and attendance shall be the governing factors in lay-off, rehiring, promotion and demotion; in the case of employees whose basic hourly wage rate is \$1.19 or under, attendance shall be the governing factor, ability being equal, for those who are not entitled to seniority and straight seniority for those who are entitled to seniority.

Provision is made for *grievance procedure*, the *safety and health* of employees and an apprenticeship plan.

Transportation and Public Utilities

Gas—Toronto, Ont.—The Consumers' Gas Company of Toronto and the International Chemical Workers' Union, Local 161.

Agreement to be in effect from July 8, 1951, to July 7, 1953, and thereafter, subject to notice.

Union security: union shop for new employees with maintenance of membership for all.

Check-off: the company agrees to deduct union dues weekly and one special assessment during the term of this agreement from the wages of all union members and to remit same to the union. It also agrees to deduct an initiation fee from the wages of all new members.

Hours: with a few exceptions, employees are to work a basic 42-hour week. The hours of work vary with the different departments: in some, employees work 8 hours per day, 5 days a week for 3 weeks and 6 days the 4th week; in others, 8½ hours 4 days a week and 8 hours the 5th day, etc. Hours of work may be changed by mutual agreement.

Overtime: time and one-half for work beyond the regularly assigned hours in any one day or in any one week, except in the case of employees in the meter reading division and the fitting department emergency crew who will be paid for such extra time at their regular rate of pay (these employees have elected this overtime arrangement in exchange for a special sick-pay plan). An employee who works on his regular day off will, if he requests it, be given equivalent time off without pay in lieu thereof. Employees called upon to work a regular shift on their day or night off on less than 48 hours' notice will receive double time for that day or night, unless such adjustment of schedule was caused by failure of another employee to report for work without giving at least 2 hours' notice before his regular starting time, in which case time and one-half will be paid. Except for work regularly performed on Saturdays, Sundays and holidays, all work on these days will be paid for at time and one-half. Employees required to work 3 or more hours overtime, continuous with their regular working day, will be given a meal allowance. Eight specified *paid* holidays (or alternative days) will be granted to employees with 3 or more months' service.

Vacations with pay: one week after one year's continuous service, 2 weeks after 2 years' continuous service and 3 weeks after 20 (previously 25) years' continuous service. One day's leave with pay will be granted to an employee in case of a death in his immediate family.

Sick benefits: after six months' service, an employee who is absent from work on account of illness for not less than 3 work days shall be paid half his basic pay for a period of not more than 8 weeks for any one illness, or in each 12 months' period of the term of this agreement. For employees with more than 10 years' continuous service this payment will be extended in case of a long continuous absence on account of illness to a maximum of 13 weeks in each 12 months' period. If an employee receives benefits under the Workmen's Compensation Act or the Post Discharge Re-establishment Order of 1941, as amended, benefits will not be paid him under the company plan. Eligible employees living in the area supplied with gas by the company, shall be entitled to medical attention by a doctor appointed by the company in consultation with the union. The special sick pay plan for employees in the meter reading division and the fitting department emergency crew, referred to above, provides 4 weeks at full pay after 6 months' service and an additional 4 weeks at half basic pay in case of extended illness after 5 years' service.

Basic hourly wage rates for certain classes: fitting department—special fitters \$1.61½, fitters \$1.44½ to \$1.56½, helpers \$1.05½ to \$1.30½; emergency fitters \$0.73 and emergency drivers \$0.65.73 per week. Meter repair department—meter repairers and testers \$1.44½ to \$1.61½, helpers \$1.05½ to \$1.30½; meter preparers and painters \$1.49½. Stores department—stockkeepers, appliance adjusters and testers, yard man \$1.50½, pipe machine man \$1.45½, stockkeepers' helpers \$1.42½; truck drivers \$1.47½, helpers \$1.42½. Mechanical department—carpenters, painters, automobile mechanics \$1.54½ and \$1.69½; plumber, blacksmith \$1.69½; welder \$1.74½, tire man \$1.64½, general utility man \$1.50½. Street department—syphon men \$0.65.94 per week. Construction and maintenance department—night repairmen \$1.56½, gasmen \$1.51½ to \$1.64½, labourers \$1.28½. Meter reading department—meter readers \$0.57.15 to \$0.62.79 per week. Production departments—\$1.42½ to \$1.59½. Engine and boiler rooms—engineers \$1.57½ to \$1.74½, firemen and oilers (no certificate) \$1.52½, trimmers and ashmen \$1.47½. Yard department—\$1.28½ to \$1.52½. Distribution division maintenance men when working on mains suspended under bridges will be paid at the rate of time and one-half. The above basic wage rates represent increases of 39½ cents per hour for first class tradesmen, from 37½ to 39½ cents for engineers and 34½ cents for practically all other classifications, over the July 1, 1949, basic rates. (The cost-of-living bonus granted under the terms of the previous agreement had amounted to 25½ cents per hour as of December 1, 1951.)

Escalator clause: wages will be automatically increased or decreased by one cent per hour for each rise or fall of 1.3 points in the Dominion Bureau of Statistics' cost-of-living index, the adjustments to be measured from the December, 1951, index figure of 191.1, provided, however, that the above basic rates shall not be decreased. If the Dominion Bureau of Statistics, during the term of this agreement, changes the method of calculating fluctuations in the cost-of-living, the parties will negotiate a substitute arrangement which will provide for wage adjustments equivalent to those set out above.

Shift differentials: a shift premium of 3 cents per hour on the afternoon shift and 5 cents per hour on the night shift will be paid to employees when working on rotating shifts (this is a new provision).

Provision is made for *grievance procedure* and *seniority rights*.

Service

Civic Employees—Verdun, P.Q.—*The City of Verdun and the Canadian Brotherhood of Municipal Employees, Local 2 (CCL).*

A supplement to the agreement which became effective January 1, 1952 (L.G., March, 1952, p. 297) amends the first part of the provisions regarding

Paid sick leave as follows: employees having less than one year of continuous service shall not receive any sickness benefits. Employees having one year and up to 3 years of continuous service will be paid their full wages for the first 2 weeks of absence due to sickness; however, if the sickness lasts only 3 days or less they will not be paid for such time.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the correction of another, and the amendment of eleven others. In addition to those summarized below, they include: a new agreement for barbers and hairdressers in the counties of Argenteuil, Deux-Montagnes, Laval (Jésus Island only) and Terrebonne, and the amendment of the agreement for metal trades at Quebec published in the *Official Quebec Gazette* issue of March 1; the amendment of the agreement for barbers and hairdressers at St. Hyacinthe in the issue of March 8, and the amendment of the agreement for barbers and hairdressers at St. Johns and Iberville in the issue of March 15.

Requests for the amendment of the agreements for the building trades at Joliette, for garage and service station employees at Montreal, and for the work

glove industry in the province were published February 23; requests for the amendment of the agreements for the uncorrugated paper box industry and for the fine glove industry in the province, and for the fur manufacturing industry at Quebec were gazetted March 1; requests for the amendment of the agreements for the uncorrugated paper box industry at Quebec, for the ladies' cloak and suit industry and the men's and boys' clothing industry in the province, for building trades at St. Jérôme, for funeral undertakers at Montreal, and a request for a new agreement for the building trades at Montreal were all gazetted March 8. A request for a new agreement for the furniture industry in the province (arbitral award), and requests for the amendment of the agreements for freight handlers (longshoremen), inland and coastal, at Montreal, and for tavern employees at Quebec were gazetted March 15.

Orders in Council were also published approving the levy of assessment on the parties to certain agreements.

Manufacturing

Tannery Employees, Province of Quebec

An Order in Council, dated March 6, and gazetted March 15, extends the term of the previous Orders in Council for this industry (L.G., Feb., 1950, p. 208; Aug., 1951, p. 1107, and previous issues) to May 10, 1952.

Men's and Boys' Clothing Industry, Province of Quebec

An Order in Council, dated February 27, and gazetted March 8, amends the previous Orders in Council for this industry (L.G., April, 1949, p. 450, June, p. 735; Nov., 1950, p. 1903; June, 1951, p. 827, July, p. 976, and previous issues).

Hours: this amendment provides for the setting up of a second shift in the case of

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, p. 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

contracts for the National Defence, subject to regulations under the Industrial and Commercial Establishments Act of the province. Work on each shift will not exceed 40 hours per week distributed as follows: first shift—between 7 a.m. and 4 p.m.; second shift—between 4 p.m. and midnight. Employees engaged on the second shift are entitled to regular rates plus 10 per cent. Time and one-half for all hours worked in excess of the regular hours of each shift.

Dress Manufacturing Industry, Province of Quebec

An Order in Council, dated February 27, and gazetted March 1, corrects the previous Orders in Council for this industry (L.G., May, 1949, p. 604; Jan., 1950, p. 77; May, 1951, p. 690, Oct., p. 1376, Dec., p. 1672; April, 1952, p. 451, and previous issues).

Cost-of-living bonus clause is corrected in so far as the classifications operators, drapers, finishers, apprentices and apprentice cutters, etc. are concerned by replacing the words "receiving more than 50 cents per hour" with the words "receiving 50 cents or more per hour".

Construction

Building Trades, Hull and District

An Order in Council, dated February 27, and gazetted March 8, amends the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78, April, p. 517; Nov., p. 1905; Jan., 1951, p. 64, March, p. 358, June, p. 828; Jan., 1952, p. 56, April, p. 452).

Minimum hourly wage rates: in zone I only—rate for carpenter-joiner is increased from \$1.40 to \$1.60 per hour, and the rate for bricklayer and mason from \$1.70 to \$1.75 per hour.

Building Trades, Montreal

An Order in Council, dated February 27, and gazetted March 8, amends the previous Orders in Council for this industry (L.G., Aug., 1951, p. 1108, Nov., p. 1539; Jan., 1952, p. 56). Other amendments to this agreement were published in the *Quebec Official Gazette* issues of November 10 and December 15, 1951.

Minimum hourly wage rates for employees of the *elevator construction* industry in the Montreal region are increased by 22 cents per hour for mechanics and by 15 cents per hour for helpers so that the new minimum wage rates effective December 1, 1951, are as follows: mechanics \$1.97 per hour, helpers \$1.38 per hour. Effective January 1, 1952, minimum rates for mechanics in the Hull region are increased by 30 cents per hour and by 21 cents per hour for helpers, and those rates for mechanics in the Quebec region are increased by 18 cents per hour and by 13 cents per hour for helpers so that the new minimum rates are as follows: in Hull region—mechanics \$1.80 per hour, helpers \$1.26; in Quebec region—mechanics \$1.68 per hour, helpers \$1.18.

Another Order in Council, dated March 6, and gazetted March 15, extends the term of the previous Orders in Council for this industry, shown above, to June 1, 1952.

Building Trades, St. Johns and Iberville

An Order in Council, dated February 27, and gazetted March 8, amends the previous

Orders in Council for this industry (L.G., July, 1950, p. 1053, Nov., p. 1905; July, 1951, p. 977, and previous issues).

Hours are unchanged at 44 per week for tradesmen and 50 per week for labourers. However, the distribution of working hours, Monday through Friday, subject to mutual agreement between a professional employer and his employees, may now be arranged to provide the 5-day week to all skilled workers and labourers (common workers) throughout the year. (Previously from May 1 to October 1 only.)

Minimum hourly wage rates: this amendment revises the table of wage rates by replacing the classification "asphalt tile layer \$1" with the terms "floor layer—linoleum, rubber, asphalt or equivalent (sheet and tile) \$1.10" and "floor layer's helper or apprentice 85 cents."

Plumbers and Roofers, Three Rivers

An Order in Council, dated March 6, and gazetted March 15, amends the previous Orders in Council for this industry (L.G., May, 1948, p. 488; June, 1950, p. 876; April, 1951, p. 546). Amendment to be in effect from January 3, 1952.

Minimum hourly wage rates for plumbers, steamfitters, refrigeration mechanics, sprinkler fitters, welders, tinsmith-roofers and asbestos insulation mechanics: rates for contractors (personal services) are increased from \$1.80 to \$2 per hour; senior journeymen from \$1.20 to \$1.35; junior journeymen from \$1 to \$1.10; common workers from 80 cents to 90 cents per hour. Rates for apprentices are 10 cents per hour higher from 50 cents per hour in first year to 85 cents per hour in fourth year.

Trade

Retail Food Stores, Quebec District

An Order in Council, dated February 27, and gazetted March 8, extends the term of the previous Orders in Council for this industry (L.G., Sept., 1950, p. 1680; Sept., 1951, p. 1253, and previous issues) to May 31, 1952.

Service

Hospital and Charitable Institution Employees, Quebec District

An Order in Council, dated February 27, and gazetted March 1, amends the previous Orders in Council for this industry (L.G., Oct., 1949, p. 1248; March, 1951, p. 359, and previous issues). Agreement, as amended, to be in effect until December 1, 1952, and thereafter from year to year, subject to notice.

Territorial jurisdiction: zone I is now extended to include the cities of Lévis and Three Rivers which were formerly included in zone II; zone II now comprises the cities of Chicoutimi, Shawinigan Falls, Thetford Mines, the towns of Lauzon and Nicolet and the village municipality of Thetford South; zone III remains unchanged.

Hours: 54-hour week (average over 3 weeks) for orderlies or patient attendants, stationary engineers, firemen, motor-vehicle drivers and helpers, and watchmen; 54 hours per week for skilled workers in the steam generating plant; 54-hour standard work week for employees on rotating 8-hour shifts, excepting engineers and firemen.

Overtime: time and one-half or a paid day off equal to one and one-half times employees' hours of overtime, day off to be given in the 4 weeks following that during which overtime has taken place. (The above overtime provisions are unchanged from those formerly in effect.) However, certain provisions which formerly permitted the working of some classes of employees up to a limited maximum number of hours, over and above the standard work week at regular rates, are deleted. These employees are now entitled to overtime rates for all work performed in excess of standard working hours. Overtime rates equal to one and one-half times their regular hourly rates are shown for those enginemen and firemen on an hourly basis.

Specified holidays: employees whose services are normally required on Sundays and holidays, including St. Jean Baptiste Day and Labour Day, excepting enginemen, firemen and skilled employees of the steam generating plant, are now entitled to one complete day off or 2 half-days, as per agreement between employer and employee, in the

4 weeks following any of these holidays. (Previously only one-half day off was provided for.)

Minimum weekly wage rates for regular employees (male) and for construction tradesmen are increased by \$6 per week in all 3 zones. Rates for nurses are \$4 per week higher in all 3 zones. Minimum rates for regular female employees represent increases ranging from \$3 to \$5 per week in the 3 zones. Minimum hourly rates for enginemen and firemen are 12 cents per hour higher. New rates for nurses are added as follows: after 2 years \$40 per week and after 3 years \$42 per week in all 3 zones. The following new classification is added to the table of rates for regular female employees—infant welfare graduate from \$22 per week during first 6 months in all 3 zones to \$25 per week after one year in the 3 zones.

Other provisions of this amendment include regulations governing industrial jurisdiction as applicable to one classification, rates for permanent employees of the construction trades and occasional employees, and rates for board and lodging.

Future Victoria Days Will Fall on Monday

Beginning next year, Victoria Day—May 24—will be celebrated on a Monday each year as a result of passage of a bill in the House of Commons at the end of April. The bill was sponsored by J. L. MacDougall, Liberal Member of Parliament for Vancouver-Burrard.

According to the legislation, the holiday will be celebrated on the Monday immediately preceding May 25.

"Hospitals Not Justified In Paying Low Wages"

To accept the idea of reduced wages for the employees of a public hospital because of the institution's inability to pay would be to impose on those employees a large share of the cost of hospitalization, the chairman of an arbitration board recently declared. He was Raymond Beaudet, QC, chairman of the arbitration board in a dispute between the Hotel Dieu hospital, Sherbrooke, Que., and the Nurses Alliance of that city.

In his report, Mr. Beaudet quoted from the report of the arbitration board in a dispute at the Notre Dame and Pasteur hospital, Montreal, which stated:—

Hospitalization belongs to society as a whole and it is to the more fortunate classes that one must turn to finance this work. Our population has always been generous and the Board is convinced that hospitals will always find the necessary budget resources to fulfil the needs of social work.

The majority report of the board—the employer representative disagreed—therefore did not concede that the difficulties faced by a recently-established hospital such as Hotel Dieu and the favourable working conditions provided should justify lower wages than in similar institutions.

N.Z. Firms Offer Unusual Inducements to Workers

The labour shortage in New Zealand is now so desperate that employers are turning to more and more attractive inducements to obtain workers. In many industries, the wages being paid are already much higher than the rate fixed by agreements.

As other employers also offer high pay, this factor alone is not sufficient to attract workers.

Free permanent waves have become a common inducement in factories employing skilled women workers. Some establishments in remote locations provide free taxis to and from work. One company employs a full-time barber to cut workers' hair during working hours.

A recent development is the payment of bonuses to employees who recruit new workers. One firm pays \$15 to an employee who brings a recruit who stays three months. A clothing factory gives a free outfit to each staff member who introduces a new worker.

Despite such inducements, New Zealand employers are finding it difficult to fill all vacancies on their staffs. The growing immigration program, too, has had little success in reducing the labour shortage.

Legal Decisions Affecting Labour

N.B. and Ont. courts find that Labour Relations Boards have exceeded jurisdiction. Action for holiday pay under Que. Collective Agreement Act, action for wages under Sask. Wages Recovery Act are dismissed

The New Brunswick Appeal Court quashed a certification order of the provincial Labour Relations Board, holding that the Board failed to inquire into the qualifications of the applicant union and did not follow the proper procedure.

The judgment quashing certification of the Toronto Newspaper Guild by the Ontario Labour Relations Board was confirmed in the Ontario Court of Appeal.

In the Quebec Superior Court, a parity committee failed to win holiday pay for garage employees whose employer had granted them the required holiday with pay although not during the period prescribed by a decree under the Collective Agreement Act.

A Saskatchewan District Court held that where there is a weekly contract an employee who leaves without notice in the middle of the week may not recover wages for days worked since his last payday.

New Brunswick Supreme Court, Appeal Division . . .

. . . quashes order of provincial Labour Relations Board certifying local of fish handlers' union.

On a writ of *certiorari* requested by Gorton-Pew (New Brunswick) Limited, the New Brunswick Supreme Court, Appeal Division, quashed the order of the provincial Labour Relations Board certifying Local 4 of the Canadian Fish Handlers' Union as bargaining agent for employees of the company except office staff and foremen. The order was quashed on the grounds that the Board had not followed the proper procedure and had exceeded its jurisdiction.

The application for certification was filed with the Board on June 26, 1951. At that time a collective agreement, dated April 1, 1951, was in effect between the company and the Gorton-Pew (New Brunswick) Limited Employees' Organization, which had been the certified bargaining agent for the hourly-rated employees of the company since May 3, 1949. The Board's letter notifying the company of the application was received on July 3. The next day the employer wrote to the Board stating his intention of intervening to contest the application. On July 6 the employer was notified by the Board that a meeting to

hear his intervention would be held on July 9. At this hearing representatives of the company, the applicant union, and the Employees' Organization presented their arguments. The minutes of the Board record that "after carefully considering the matter from the several points of view the Board directed that consent be given to the applicant to make the application". [Section 7 (4) of the Labour Relations Act, 1949, provides that where a collective agreement is in force an application may not be made before the expiry of ten months of the term of the agreement except with the consent of the Board.]

Mr. Justice Harrison, giving reasons for decision, maintained that the Board exceeded its jurisdiction in consenting to the application. His first reason for this view was that the company was not allowed the time to which it was entitled by law in which to make its reply to the application. The company notified the Board on July 4 that it intended to contest the application. By Regulation 10 (4) of the Board, the party intervening must, within 14 days of receiving notice of the application, give to the Board a written reply to the application, verified by affidavit or sworn declaration. The company was not given the 14 days in which to prepare its reply, since the meeting was called for July 9, only six days after the

employer received notice of the union's application. Mr. Carroll, the vice-president of the company, swore in an affidavit that he attempted to contact the company's solicitor but was unable to do so until August 1. His Lordship considered that the Board had acted improperly in holding the hearing when it did, and that the fact that Mr. Carroll had not asked for a postponement did not bar the company's objection to this procedure.

Mr. Justice Harrison's chief ground for finding that the Board had exceeded its jurisdiction in consenting to the application was that it failed to inquire into the qualifications of the applicant union. His Lordship referred to the sections of the Labour Relations Act that state when a trade union may apply for certification, define "trade union", and place on the Board the responsibility of determining whether an applicant is a trade union within the meaning of the Act. In this case it was especially important that the application should be scrutinized carefully to see whether it complied with the Act and regulations, since certification would carry with it the power to end the collective agreement then in effect upon two months' notice. Yet no evidence was produced at the hearing on July 9 to show that the Board had examined the qualifications of the applicant union. Among the papers filed with the Court as part of the proceedings of the Board was a report of an investigation made by the Board secretary on July 5, but this report was not produced at the hearing nor shown to Mr. Carroll. It stated that the local was organized in June, 1951, and that it had not yet received its charter but would be known as Local No. 4, Canadian Fish Handlers' Union. It stated also that officers had been elected.

His Lordship considered that these statements were only hearsay and did not represent the real situation. He referred to the affidavit of Mr. Boudreau, who had signed the application for certification as president of the applicant union, but later resigned. He stated that in May, 1951, he and four or five other employees met at the house of Raymond Roy, the organizer of the applicant union, and agreed that he should be president of a new union. They agreed also on who should be secretary, vice-president and treasurer. On Roy's orders Mr. Boudreau called a general meeting of employees. About 149 persons attended, not all of whom were employees of the company, and they voted to form a new local independent union. At a later meeting on

June 12, Boudreau was sworn in as president by Roy and the other officers agreed upon were also sworn in. The meeting never voted on these appointments. At a third meeting about 198 persons, of whom 25 or 30 were not employees of the company, signed membership cards and paid \$1 on account of a \$5 initiation fee. Mr. Boudreau testified that he signed the application for certification on June 25, not knowing what was in it. There were no papers or charter for the union at that time, nor up until July 25 when he resigned.

Mr. Justice Harrison stated that at the time the Board consented to the application for certification

there was certainly no trade union in the ordinary sense, namely a body with a charter and constitution with properly-elected officers. Indeed there was no evidence that any application for a charter from the Canadian Fish Handlers' Union had in fact been made. Apparently everything was in a preliminary stage. I do not think a meeting of employees considering an application for union could be described as an organization in the language of the definition.

The Board considered the application as if it had been made by a duly chartered Local of the Canadian Fish Handlers' Union and they certified Local Number 4 as the Bargaining Agent. There was in fact no Local Number 4 of the Canadian Fish Handlers' Union in existence.

His Lordship quoted the opinions of the judges in *Sanders v. Billingsley* [L.G., 1951, p. 859] and *Lakeman & Barrett v. Bruce* [L.G., 1951, p. 373] that a union came into existence only when its charter had been issued.

Mr. Justice Harrison objected also to the procedure followed by the Board at its hearing on July 9. Mr. Carroll, the representative of the company, was not given any opportunity to examine witnesses as to the eligibility of the applicant union. No witnesses were called and he was given no opportunity to present evidence himself. His Lordship considered it essential that the Board should give a full hearing to both parties in a certification case, since it was an arbitral tribunal having extensive powers. To emphasize this point he cited *Capital Cab Ltd. v. Canadian Brotherhood of Railway Employees* [L.G., 1950, p. 706] and *In re Sisters of Charity* [L.G., 1951, p. 377]. He considered further that it was not only the duty of the Board to find the necessary facts, but also its duty to record them.

After declaring the Court's right to quash a judgment on *certiorari* where there has been excess of jurisdiction, Mr. Justice

Harrison went on to consider the Board's conduct after the approval of the "non-existent" trade union as a proper applicant. The Board directed a representation vote among the employees of the company on July 25. Of 221 eligible voters, 169 cast their ballots for the applicant union.

At the hearing before the Board on August 16, when these results were reported, objection was made that the vote was illegal as there had been violation of Section 4 (4) of the Labour Relations Act which reads:—

No person shall seek to influence the manner in which an employee may vote in any vote taken under this Act by intimidation or coercion or by giving or offering to give money or any other valuable consideration.

Mr. Boudreau stated in his affidavit that at the meeting on July 12 Raymond Roy had made the employees swear on the Bible that they would support the officers of the new union and would not do or say anything against the union. At the Board's hearing the representative of the Gorton-Pew Employees' Organization presented the affidavits of three employees in which they stated that because of this oath they felt bound to vote for the applicant union in spite of their convictions to the contrary. The Board held that the unlawful administering of the oath "could not have had any decisive effect upon the result of the balloting," since the vote showed a large majority for the applicant union.

His Lordship was of the opinion that the unlawful oath, which was administered to about 175 people, might have had a very serious effect upon the result of the vote. He spoke of the common law principle that elections must be free from coercion or intimidation, and pointed out that subsection 4 (4) had been added to the Labour Relations Act in 1951 to make it abundantly clear that elections must be strictly conducted. In his view it would have been advisable for the Board to order another election after informing all employees that they were free to vote as they saw fit.

In Mr. Justice Harrison's opinion, the procedure followed by the Board before certification was granted and reasons for decision were issued on October 5 did not conform to the fundamental principles of justice. At the hearing on August 16, only four members were present and one left soon after the hearing began. The three who remained constituted a quorum. When the Board met on October 5, a unanimous decision was adopted by the five members. Two members who had not heard both sides of the presentation took part in making the final decision.

His Lordship objected to a statement adopted by the Board in its reasons for decision which was not substantiated by any evidence. This was the assertion that the Gorton-Pew Employees' Organization had been certified at a time when the company was on curtailed time and had only 14 employees, while the number of employees runs from 200 to 250 during peak periods. Mr. Justice Harrison referred to a point in the affidavit of the president of the employees' organization, which contradicted the inference to be drawn from the Board's statement. The president declared that the agreement made in April, 1951, was approved by a meeting at which more than 75 members were present.

The Court dismissed the charge of bias, holding that the Board had acted in good faith in all its proceedings.

For the reasons already stated, the Court held that the Board had exceeded its jurisdiction and quashed the certification order. *The King v. The Labour Relations Board Ex Parte Gorton-Pew (New Brunswick) Limited In re Canadian Fish Handlers' Union Local No. 4*, New Brunswick Supreme Court, Appeal Division, February, 1952, unreported.

Supreme Court of Ontario . . .

... dismisses union appeal against the judgment of Mr. Justice Gale quashing a certification order.

The Ontario Court of Appeal has upheld the decision given by Mr. Justice Gale in the High Court of Justice which quashed the order of the Ontario Labour Relations Board certifying the Toronto Newspaper Guild, Local 87, American Newspaper Guild (CIO) (L.G., July, 1951, p. 932). In a unanimous judgment delivered March 12, the Court dismissed the union's appeal from this ruling.

Chief Justice Robertson reviewed the facts of the case. The Guild applied to the Board on June 7, 1950, to be certified as bargaining agent for all employees in the circulation department of the Globe Printing Company except members of the managerial staff. The application was made under the 1948 Ontario Labour Relations Act and regulations. The Guild gave the number of employees in the unit as 80 and claimed to have a majority of them as members in good standing. After receiving notice of the application, the employer requested the Board to determine whether a majority of the employees affected were actually members in good standing of the applicant union and to conduct a secret

vote of the employees to learn conclusively whether they wished to be represented by the union in collective bargaining. The employer gave 93 as the number of employees in the proposed bargaining unit.

At the hearing of the application on July 12, 1950, the Guild deposited documents with the Board as evidence of its claim that 59 of the employees were members in good standing. The employer submitted, as requested by the Board, lists showing occupational classifications of employees in the circulation department as of June 7, the date the application was filed, and as of July 5. The employer's counsel asserted that he had information that some of the employees had resigned from the union, so that the union no longer had a majority of the employees as members. He desired to cross-examine the union officer who had produced the documents as to whether there had been such resignations. The chairman of the Board refused to permit such cross-examination or to examine the witness himself, ruling that resignations were irrelevant.

The Board, holding that a majority of the employees affected were members in good standing of the applicant, issued certification to the Guild on July 20, 1950. The certificate endorsed by the chairman stated that the finding of the Board was based on the documentary evidence submitted by the parties. Having failed to induce the Board to reconsider the matter, the employer applied to have the Board's order quashed in the Supreme Court of Ontario by means of *certiorari*. Mr. Justice Gale quashed the Board's ruling on June 1, 1951, on the ground that it had abused its jurisdiction by disregarding the essentials of justice in its conduct of the hearing. The Guild then brought the case before the Appeal Division of the Supreme Court of Ontario.

The Chief Justice dealt with the question of whether the Ontario Labour Relations Board is subject to the supervision of the Supreme Court. He stated that, while in general the duties and powers of the Board are of an administrative character, the functions exercised in the certification of a collective bargaining agent are judicial. The Board is required to determine whether the proposed bargaining unit is an appropriate one. It is also its duty to determine whether a majority of the employees affected are members in good standing of the applicant union. His Lordship emphasized also that certification materially affects the legal relationship of the employer with his employees as well as with the bargaining agent. Because of

the judicial nature of these functions of the Board, the Chief Justice considered that it is a body subject to the supervision of the Supreme Court of Ontario if it trespasses against its jurisdiction. He quoted from Lord Sumner in the case of *Rex v. Nat Bell Liquors Limited* (1922), 2 AC 128 to describe the limits within which the Court may exercise its supervisory authority:—

That supervision goes to two points: one is the area of the inferior jurisdiction and the qualifications and conditions of its exercise; the other is the observance of the law in the course of its exercise.

His Lordship then considered the question of whether the Board had abused its jurisdiction in dealing with this application for certification. He referred to the duty imposed on the Board to take steps to determine the wishes of the employees in a unit as to the selection of their bargaining agent. Pointing out that it was not compulsory for the Board to regard mere membership of an employee in the union as having the effect of a declaration in favour of the union's certification, he suggested that a representation vote might have been held, as requested by the employer.

In discussing the powers of the Labour Relations Board, the Chief Justice noted that the Act and regulations leave a large measure of discretion to the Board as to the steps to be taken in determining the wishes of the employees as to certification of a bargaining agent and give it a good deal of freedom in its procedure. The Board may accept such evidence and information on oath, affidavit or otherwise as it deems proper, whether admissible as evidence in a court of law or not. He stated, however, that the Board's jurisdiction is restricted by the requirement that the majority of the employees in the bargaining unit must be members of the union and that the employees' desire to bargain collectively through the applicant union must be evident. In His Lordship's view, the purpose of this limitation of the Board's power to certify is to protect the employee against certification of a bargaining agent who has not the confidence of the majority of the employees. It is also important to the employer that the bargaining agent with whom he must negotiate be validly authorized and able to make an agreement binding the employees as a whole.

The Chief Justice concluded that the Board had abused its jurisdiction by disregarding the limitations imposed upon it. He was of the opinion that the Board

was not at liberty to refuse to permit inquiry to be made, or to make inquiry on its own part, into such a matter as the alleged resignation of members from the applicant union. He maintained that at the hearing the Board had excluded evidence that was vital to the inquiry it was required to make. In His Lordship's words:—

It is clear upon the evidence that the Board did not make the inquiry necessary to enable the Board to certify—as it did certify—that a majority of the employees in the unit were members in good standing of the applicant trade union. The Board made its certificate without knowing whether it was true or false. The Board refused to make the inquiry necessary to learn the truth . . .

To put the matter in another way, the Board has assumed jurisdiction to grant certification to the applicant without first ascertaining that the applicant has the qualifications that permits its certification, and has thereby disregarded an important limitation on the Board's jurisdiction.

The five judges of the Appeal Court concurred in dismissing the Guild's appeal with costs. *Toronto Newspaper Guild, Local 87, American Newspaper Guild (CIO) v. Globe Printing Company*, Supreme Court of Ontario, March 12, 1952, unreported.

Quebec Superior Court . . .

. . . dismisses claim of automotive industry parity committee for holiday pay for garage employees.

The action of a parity committee, claiming wages for certain garage workers whose employer had not given them a seven-day holiday with pay between April and November as he was required to do by a decree under the Collective Agreement Act, was dismissed in the Superior Court at Quebec on November 19, 1951. The Court accepted the employer's defence that he had, by agreement with his employees, given them the holiday with pay earlier in the year.

Mr. Justice Choquette, delivering the judgment of the Court, summarized the arguments of both parties. The parity committee contended that the employer, who was subject to decree 765 under the Collective Agreement Act relating to garage employees in the Quebec region, had failed to give to some of his employees the seven-day holiday with pay between April 1 and November 1, 1950, to which they were entitled by virtue of the decree. The committee claimed on their behalf the sum of \$686.82, which included \$572.35

as holiday pay and 20 per cent of this sum, or \$114.46, as a penalty for violation of the decree as provided for by Section 20 (c) of the Act.

The employer admitted that his employees were entitled to have a seven-day holiday between April 1 and November 1, and to receive \$572.35 in wages for the period of the holiday, but he claimed that, by agreement with his employees, he had given them the holiday in advance in January, 1950, and had already paid them for this holiday. He maintained that the decree did not give the right to demand double payment in such a case. The parity committee argued that the holiday given in advance was a gratuity which the employer was free to grant, but that it could not take the place of the holiday with pay prescribed by the decree for a specified period. The Collective Agreement Act was a law of public order, and any arrangement between employers and workers to limit the provisions of the Act was null and void.

His Lordship stated that Section VII-A of decree 765 imposed a threefold obligation on the employer. He was required to grant the prescribed holiday, to give it in the specified period, and to pay the equivalent of wages during the holiday. In this case the employees had received the holiday and the required pay in advance. The holiday and the pay had not been given with any intention of giving a gratuity, but according to an agreement with the employees for the purpose of satisfying, although in an irregular way, the requirements of the decree for the year 1950-51.

Mr. Justice Choquette held that if this agreement to give and take the holiday in advance was illegal the employees could not declare it to be null and void and at the same time retain the money they had received for the week they had not worked. In this situation the employer had the right to maintain that the sum claimed had already been paid.

In His Lordship's opinion, clause 6 of Section VII-A of the decree under which the plaintiff made the claim applied only to an employee who left his employment or was dismissed before he had taken the holiday to which he was entitled. It did not apply to the employees in this case.

Although he held that the employer's obligation had been met, Mr. Justice Choquette stated that it was nevertheless true that there had been a violation of the decree with respect to the time of the holiday. For this offence the penalty prescribed by Section 46 of the Collective

Agreement Act (a fine not exceeding \$10 and costs) might be applicable, but not the penalty demanded by the parity committee which would amount to double payment for the holiday. Accordingly the action of the parity committee was dismissed. *Comité paritaire de l'industrie de l'automobile v. Rousseau Inc. Les Rapports Judiciaires de Québec* (1952), CS Montréal, Nos. 1 and 2, 67.

Saskatchewan District Court . . .

. . . finds employee who left job is not entitled to recover wages for days worked after last payday.

On December 8, 1951, Judge Hogarth in the District Court of Regina allowed an employer's appeal from an order of a police magistrate which required him to pay an employee who left his job before the day when his wages were usually paid the wages payable for the days he had worked since his last payday. The Court held that, since the employee's contract of service was on a weekly basis, his wages were not due until the end of the week. The Court also ruled that an employee who leaves his employment without notice before the end of a working period has no right to lay an information under the Wages Recovery Act.

The employee was a taxi driver hired by the appellant, the owner of a taxicab business, on July 28, 1951. At that time no agreement was made between them about the payment of wages or term of employment. All the employer's drivers were paid \$27 a week for a weekly term beginning Sunday and ending Saturday night. An additional sum was paid as overtime for hours worked beyond eight in any one day. The employee left his employment on Wednesday, September 19, 1951, without giving notice. He had been paid his wages up to the preceding Saturday night, but claimed payment for the other days he had worked. His employer maintained that no more wages were due to him unless and until he completed another week's service on the following Saturday. The driver laid a complaint under the Wages Recovery Act and a police magistrate ordered his employer to pay \$14.70 in wages and \$9.75 in costs. This order was appealed in the District Court.

Although there had been no specific contract of hiring for a definite period at a specified rate of pay, Judge Hogarth considered that the facts implied a contract

for services on a weekly basis for an amount payable weekly which the employee had accepted. He stated that it is a long-established principle of law that where there is a contract for services payable monthly or weekly, the wages of the employee are due at the end of each month or week as the case may be. However, if the employee quits his employment without lawful excuse or proper notice at any time during the week or month he is not entitled to any payment following the end of the last week or month for which wages were due. Judge Hogarth cited several cases which had established this rule.

It was argued on behalf of the employee that this position was changed by Section 5 (1) of the Wages Recovery Act, 1951, which reads:—

Any employee who has cause of complaint against his employer, whether the relationship of employer and employee has been determined or not, for:

(a) the non-payment of wages actually earned in his employment;

or
(b) wages payable under a contract of service;

may lay an information in writing and under oath before a magistrate, stating the cause of complaint and the amount of wages claimed.

Counsel for the employee contended that clause (a) permitted an employee to recover wages up to the time of leaving his employment as wages actually earned, and that it made no difference whether the time of his leaving was at the end of a weekly period or at any time during the week.

Judge Hogarth considered that, since there was a contract for services, clause (b) and not clause (a) was applicable. The wages to be recovered would be wages payable under the contract, which were not due until the end of the weekly working period on Saturday night.

His Honour pointed out also that Section 5 does not give all employees the right to lay an information, but only an employee having cause of complaint. In his opinion, an employee under a contract of service who leaves his employment without lawful excuse or proper notice during a period for which his wages are payable has no cause of complaint.

For these reasons the Court allowed the appeal and set aside the magistrate's decision with costs. *Rex ex rel Doering v. Wagner* [1952], 4 WWR (NS), 666.

Recent Regulations, Dominion and Provincial

Higher minimum rates set for Alberta's four largest cities than those for rest of province. Amendments made to the by-law setting out the requirements for certification under the Quebec Labour Relations Act

In Alberta, two special Minimum Wage Orders applying to the four largest cities of the Province establish a minimum rate of \$26 a week for males and \$24 for females. These workers were formerly under the two general orders for men and women which set a minimum of \$25 and \$20, respectively, and which continue in force throughout the rest of the Province. In Ontario, real estate and insurance agents and salesmen are excluded from the Hours of Work and Vacations with Pay Act.

Amendments to the by-law of the Quebec Labour Relations Board governing the recognition of associations set out the conditions which must be complied with by an association applying for certification and make it mandatory on the Board to ensure that such an association is not company-dominated.

Canada Shipping Act

Pilotage By-Laws

A surcharge of 10 per cent on pilotage dues was provided for by an amendment to the by-laws for the Saint John Pilotage District. The amendment was approved by P.C. 1120 on February 29 and gazetted March 12.

Effective from January 1, 1952, an increase from 10 to 15 per cent was made in the surcharge payable on pilotage dues for the St. John's Pilotage District, Newfoundland, by P.C. 995, approved on February 19 and gazetted March 12. The Pilotage Commission is also required to collect a sum equal to 15 per cent of the harbour moving fees payable by any vessel.

Alberta Labour Act

Minimum Wages

The minimum rates for male and female workers in the four largest cities in Alberta have been raised by two new minimum wage orders (Nos. 17 and 19) issued under O.C. 231-52 on February 18 and gazetted February 29.

Effective from March 30, the minimum rate for full-time male employees over 21 years of age in Edmonton, Calgary, Lethbridge and Medicine Hat is \$26 a week instead of \$25 and the rate for full-time women workers in these centres has been

raised from \$20 to \$24 a week. Until the present time workers in these urban centres were governed by the two general orders, No. 1 for men and No. 2 for women. These two orders, which fix a minimum rate of \$25 for men workers and \$20 for women, now cover the remainder of the Province, excluding the four large cities.

Male Workers

Order 17 applies to all male workers in the cities of Edmonton, Calgary, Lethbridge and Medicine Hat with certain exceptions. These exceptions are: those working under a schedule of hours and wages under Part IV of the Act (the Industrial Standards section), workers hired for casual, seasonal or temporary work in any industry by another than an employer engaged in such industry, apprentices, and workers engaged by a contract approved by the Board of Industrial Relations and paid on a commission basis or a stated salary by the week, month or year.

As in Order 1, lower rates are set for young workers and they are \$1 higher than the corresponding rates in Order 1. Boys up to 17 years of age must receive at least \$14.50 a week; between 17 and 18, \$17; between 18 and 19, \$19.50; between 19 and 20, \$21; and between 20 and 21, \$23.50. After 21 years of age the full adult rate of \$26 a week must be paid.

The \$26 minimum applies to a work-week of 40 hours or more. Hourly rates are set for part-time workers who work fewer than 40 hours in a week. These rates, which are 10 cents an hour more than the corresponding rates in Order 1, are 40 cents for boys under 17; 45 cents for those between 17 and 18; 50 cents between 18 and 19; 55 cents between 19 and 20; 60 cents between 20 and 21; and 65 cents an hour for those over 21 years. When a worker is continuously employed for less than four hours, he must be paid for at least four hours' work at the minimum rate for his classification as given above.

The maximum deductions permitted from wages for board and lodging are \$4 for 18 meals, \$4.50 for 21 meals, 25 cents for a single meal, \$1.50 for a week's lodging, and 25 cents a day where lodging is furnished for less than a full week.

Female Workers

Order 19 applies to all female workers in Edmonton, Calgary, Lethbridge and Medicine Hat except employees in an industry working under an industrial standards schedule of hours and wages, those engaged by contract approved by the Board at a stated weekly, monthly or yearly salary, and employees, except office workers, in hospitals and nursing homes.

For full-time experienced workers who work 40 hours or more per week the minimum which may be paid is \$24 a week, an increase of \$4 over the former rate which is still in effect elsewhere in the Province. Inexperienced workers must be paid \$16.50 a week for the first month, \$19 a week for the second and \$21.50 a week for the third month instead of \$14, \$16 and \$18, as before. If they are employed on an hourly, commission or piece-work basis, their wages must not be less than the weekly minimum prescribed. At the end of the three-month learning period, the rate for experienced workers must be paid.

Part-time rates for workers who work less than 40 hours a week were increased from 50 cents to 60 cents an hour, and, as previously, no employee may be paid for less than four hours when she works four hours or less in a day, a meal period of not more than one hour being considered part of such period. As in general Order 2, piece-workers must be paid not less than the minimum rates averaged over a period of not more than a month.

The maximum deductions which may be made from wages are the same as those fixed by Order 17 for men, noted above. Other provisions of the Order relating to uniforms, breakages and the proportion of inexperienced employees to the total number of employees are the same as under the general order for women workers.

Overtime and Public Holidays

Both Orders provide that time and one-half the regular rate is payable after nine hours in a day and 48 hours in a week or after such lesser daily or weekly hours as may be established under the Act. No deductions may be made from the week's wage for time not worked on a statutory holiday when the employer's establishment is not open for business.

Hours of Work—Split Shifts

Hours of Work Order No. 21, approved by O.C. 231-52 on February 18 and gazetted February 29, provides that, in any city, town or village where the population is over 5,000, working hours of employees in

any employment must be confined within the 10-hour period immediately following commencement of work. In all other parts of the Province, hours must be confined within a 12-hour period. Workers who work in summer resorts or provincial and national parks from June 1 to September 30 of any year are exempted from the Order.

Under two earlier Orders (Nos. 19 and 21, 1950, L.G., 1950, p. 1921), which are now repealed, for the purposes of the regulation of split shifts a distinction was made between centres of 2,000 people and over and those with less than 2,000 inhabitants. In the former, hours were required to be confined within a 10-hour period after work was begun, and in the latter, within a 12-hour period.

Newfoundland Labour Relations Act

Regulations were issued under the Labour Relations Act, 1950, governing the procedure to be followed and the particulars to be included in giving notice to commence collective bargaining, in applying for conciliation services, in making a complaint of an alleged violation of the Act, and in requesting the permission of the Minister of Labour to prosecute for an offence under the Act.

The regulations, similar to those under the federal Industrial Relations and Disputes Investigation Act, were issued on February 5 and became effective on April 1.

Ontario Hours of Work and Vacations with Pay Act

Three new classes of employees were excluded from the Hours of Work and Vacations with Pay Act and regulations under it by an Order in Council (O.Reg. 102/52) made on February 25, and gazetted March 15.

Excepted from the statutory requirements with respect to both hours of work and vacations with pay are: (1) agents licensed under *The Insurance Act*, (2) salesmen registered under *The Real Estate and Business Brokers Act* and (3) persons employed in selling or soliciting orders for goods, wares and merchandise. The exclusion, however, does not apply to such persons who are employed at the actual place of business of the employer or whose working hours are established by the employer or can be verified by him.

Ontario Workmen's Compensation Act

The transmission and distribution of gasoline, petroleum and petroleum products whether performed by the manufacturer or by a separate undertaking was

added to class 12 of Schedule I of the Act, the industries in which are liable to contribute to the Accident Fund. The manufacturing of gasoline and petroleum and petroleum products is, as before, included in the Schedule.

The amendment was made by O.Reg. 123/52 on February 25, and gazetted March 22.

Quebec Labour Relations Act

Additional requirements of the Labour Relations Board "for the purpose of determining the good faith" of an association applying for certification were set out by an Order in Council (No. 136) made on February 27 and gazetted March 8. The new rules amend By-law No. 1 of the Labour Relations Board which lays down the requirements which must be met before unions can be recognized, that is, certified, by the Board (L.G., 1946, p. 1275). According to the press, the Minister of Labour explained that the purpose of the amendments was to prevent the certification of company-dominated unions.

The association applying for certification must file a petition in duplicate on forms supplied by the Board, together with the text of a resolution approving the petition which has been adopted at a regular meeting at which there were sufficient members present to constitute a quorum.

The union must be an "association" as defined in the Act, that is, "a professional syndicate, a union of such syndicates, a group of employees or of employers, *bona fide*, having as object the regulation of relations between employers and employees and the study, defence and development of the economic, social and moral interests of its members, with respect for law and authority."

In considering the application, the Board is required to take into account Sections 20, 21 and 22 of the unfair labour practices section of the Act which forbid an employer to seek to dominate or to hinder the formation or the activities of an association of employees, or to refuse to employ a person because he is an officer or member of such an association and which forbid the use of intimidation or threats by an employer or any other person, to induce anyone to become or to cease to be a member of an association.

The Board has authority to require compliance with the provisions of the by-law and to obtain any other information which it deems necessary.

Saskatchewan Social Aid Act

By O.C. 628/52, made March 4 and gazetted March 15, a new section was added to the regulations which set out the conditions under which a person over 70 receiving a pension under the federal Old Age Security Act is eligible to receive a supplementary allowance of up to \$2.50 a month from the Province of Saskatchewan (L.G., March, 1952, p. 316).

The amendment provides that, where a recipient of a supplementary allowance leaves Saskatchewan to go to another province with which Saskatchewan has no reciprocal agreement regarding the payment of allowances, payment of his allowance must be suspended immediately. Payment may be resumed when he returns to Saskatchewan. If he returns within six months, his allowance may be paid for a period of his absence not exceeding three months in any calendar year.

Federal Government Legislation on Injunctions "Undesirable"

Provincial Legislatures have "complete jurisdiction in relation to interim injunctions sought in provincial courts" and "it would seem undesirable that Parliament should undertake" to enact legislation forbidding the issue of injunctions in labour disputes before both sides have had an opportunity to appear and state their case before the judge, Stuart Garson, Minister of Justice, has written to Percy Bengough, President of the Trades and Labour Congress of Canada.

Mr. Bengough had written the Minister requesting the federal Government to enact such legislation or to state that the federal

Government has no jurisdiction whatever in the matter so that the TLC would be free to attempt to obtain legislation from the provinces.

It is true that Parliament has certain jurisdiction over employer-employee relations in the case of federal undertakings, the Minister wrote. "If a provincial Legislature declines to enact such legislation in relation to injunction proceedings in provincial courts, it would seem undesirable that Parliament should undertake to do so in connection with its limited authority over employer-employee relations in that province."

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance were fewer in February, 1952* than in the previous month, more numerous than in the same month last year

While initial and renewal claims for unemployment insurance benefit were fewer in February than in January, although more numerous than during the same month last year, benefit payments increased during the month.

The report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that during February a total of 140,386 initial and renewal claims was filed in local offices of the Unemployment Insurance Commission. In January, 212,293 claims were recorded; claims filed one year ago numbered 109,709.

Total claimants on the live unemployment register as at February 29 numbered 350,805 (272,094 males and 78,711 females), compared with 358,091 (273,834 males and 84,257 females) on January 31, and 252,533 (203,575 males and 48,958 females) on February 28, 1951. Of the total claimants on the register as of February 29, 276,325 (221,781 males and 54,544 females) were ordinary, 34,396 (21,158 males and 13,238 females) were on short time, and 40,084 (29,155 males and 10,929 females) were claiming supplementary benefit.

Adjudicating centres disposed of 150,931 initial and renewal claims, 101,374 of which were considered entitled to benefit. A total of 39,282 claims were rejected because of insufficiency of contributions, while disqualifications were imposed in 16,277 cases (including revised and supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause" 5,911 cases; "not unemployed" 3,489 cases; and "not capable of and not available for work" 1,818 cases.

Persons commencing benefit during the month, on either initial or renewal claim, numbered 107,680, compared with 154,294 in January, and 79,421 in February 1951.

A total of \$14,162,612 was paid in compensation for 5,266,024 proven unemployed

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

days during February, in comparison with \$13,433,917 for 5,036,971 days in January, and \$9,589,561 for 3,853,024 days one year ago.

During the week February 23-29, 228,121 beneficiaries received benefit payments amounting to \$3,483,137 as compensation for 1,291,339 unemployed days, compared with 216,882 beneficiaries, \$3,238,244 and 1,195,557 days for the week January 26-February 1. One year ago, \$2,331,336 was paid to 158,045 beneficiaries in respect of 936,027 unemployed days.

Average daily rate of benefit for the week February 23-29 was \$2.70, compared with \$2.71 for the week January 26-February 1, and \$2.49 for the week February 24-March 2, 1951.

Supplementary Benefit

Of the 39,251 initial claims considered for supplementary benefit during the month, 29,299 established the right to benefit. Disqualifications were imposed in 1,210 cases. Supplementary benefit payments during the month amounted to \$1,408,445.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of February, 1952, insurance books were issued to 4,348,987 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1951. This was an increase of 55,920 during the month.

As at February 29, 1952, employers registered numbered 243,627—a decrease of 193 since the end of January.

*See Tables E-1 to E-8 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two Selected Decisions Rendered by the Umpire

Decision CU-B 803, March 11, 1952

Held: *That the claimant, a resident of Moose Jaw, had just cause for voluntarily leaving his employment when he was given no alternative but to accept a transfer to Regina with a change in occupation inasmuch as he owned his home in Moose Jaw where members of his family were gainfully employed and his prospects of finding other employment there in his usual occupation were good.*

(Reference made to CU-B 430, 634 and 724.)

Material Facts of Case.—The claimant, married, 44 years of age, residing in Moose Jaw, Sask., filed a claim for benefit on October 29, 1951, stating that he had been employed by a bakery as a truck driver at a wage of \$41.50 a week from September 7, 1950, to October 27, 1951, when he separated from his employment for the following reasons:—

Left voluntarily—rather than move to Regina—(have) own home—some members of family working here.

The insurance officer disqualified him for a period of six weeks because, in his opinion, he had, without just cause, voluntarily left his employment (Section 41 (1) of the Act).

The claimant appealed to a court of referees.

On November 13, 1951, the employer wrote to the local office explaining that the claimant had been employed as a truck driver hauling bread between Moose Jaw and Regina; that shortly before his separation the company had changed its method of operation by consolidating the trucking job with a sales job thereby requiring the services of a qualified salesman; that as the claimant did not have the necessary qualifications for the new job but had given excellent service to the company he was offered a position as a shipper in the bakery in Regina, which he declined to accept as he owned his home in Moose Jaw and did not wish to break up his large family, some members of which were gainfully employed there.

The court of referees, after taking into consideration decisions CU-B 430, 634, 724, unanimously upheld the decision of the insurance officer.

With leave from the chairman, the claimant appealed to the Umpire.

Conclusions.—In rendering its decisions, the court of referees has referred to three previous decisions of the Umpire—CU-B 430, 634 and 724.

CU-B 430 deals with the case of a young claimant who, upon being forced to vacate the rooms which he and his wife and child occupied in Hamilton, voluntarily left his employment to return with them to the home of his parents in Port Colborne. I held that he should have arranged for his wife and child to live with his parents in Port Colborne and that he should have taken a room in Hamilton and continued in his employment until such a time as he could secure accommodation for his family in that city or have definite assurance of suitable employment in Port Colborne.

CU-B 634 and 724 deal with the case of claimants who refused a transfer to another city, although it was an implied condition of their contract of service.

The present case is different.

The claimant's employer was changing his method of operation and for that reason could not retain the claimant in his employ unless he was prepared to take a job in Regina.

The claimant has five children and owns his own home. There is no doubt that it would have been a real hardship for him to have to move to Regina and leave behind him the members of his family who are gainfully employed in Moose Jaw.

In view of his line of work, he had reasons to believe that his chances of obtaining employment in Moose Jaw, which has a population of approximately 25,000, were good and—in fact—it appears that he did secure employment some four weeks after having left his job with Bakeries Limited.

Under the circumstances, I consider that the claimant has established just cause within the meaning of Section 41 (1) of the Act and his appeal is allowed.

Decision CU-B 806, March 14, 1952

Held: *That the claimant, who in September had voluntarily left his employment as a*

clerk in a drug store to resume his studies in pharmacy at university and had filed a claim for benefit stating that he was available for part-time employment, could not be considered as being available for work within the meaning of the Act two months later as it then seemed that there was little likelihood of his obtaining part-time work of the pattern he desired.

(Reference made to CU-B 486.)

Material Facts of Case.—The claimant, married, 26 years of age, filed a claim for benefit on September 22, 1951, stating that he had been employed as a clerk in a drug store from May 1, 1951, to September 12, 1951, when he voluntarily left that employment to resume his studies in pharmacy at university. He also stated as follows:—

Since May, 1951, I have been employed six days per week—nine hours per day—broken shift. The previous year while attending I was employed at this same place of business part time at the rate of 20 to 30 hours a week and will be able to continue at this rate while I am now attending the University of for the term September 19, 1951, to May 1, 1952.

The claim was allowed.

On November 12, 1951, the local office submitted the claim to the insurance officer, reporting that it had had no orders from employers to fit the claimant's pattern of availability which was as follows:—

Monday and Tuesday—available from 6.30 p.m.

Wednesday and Friday—available from 5.30 p.m.

Thursday—available from 1.30 p.m.

Saturday and Sunday—available all day.

The insurance officer referred the case to a court of referees for a decision.

At the hearing held before the court, a local office official stated that it was difficult to find employment to meet the claimant's pattern of availability and the claimant himself stated that he had found difficulty in obtaining employment "in his present off hours". The court unanimously disqualified the claimant for an indefinite period as from November 5, 1951, because he had not proved that he was available for work (Section 27 (1) (b) of the Act).

The claimant applied to the chairman of the court for leave to appeal to the Umpire, contending that, as he had contributed to the fund while working on a part-time basis, he should not be denied benefit because he was only available for part-time work.

The chairman of the court granted the claimant leave to appeal to the Umpire, but omitted to state his reasons therefor.

Conclusions.—The claimant was allowed benefit when he filed his claim on September 22, 1951, no doubt because some of his contributions had been made to the Unemployment Insurance Fund while he worked on a part-time basis and because there was a possibility for him to again obtain part-time employment in the local drug stores.

As time went on, however, it appeared that it would be very difficult to find the claimant part-time work of the pattern he desired and, as he was not in a position to take full-time employment, the insurance officer thought that his case should be placed before a court of referees for consideration. The court, which is familiar with the local conditions of employment, came to the unanimous conclusion that he could not be considered as being available for work within the meaning of Section 27 (1) (b) of the Act.

With this decision, I agree.

The claimant's case is in no way different from that of claimants who, for health or domestic reasons, cannot accept full-time employment and are, after a reasonable period of time, disqualified from the receipt of benefit because they are not available for work.

The following extract from decision CU-B 486, which also deals with the case of a claimant who was unable to take full-time employment, is quoted for the claimant's information:—

The court of referees is of the opinion that inasmuch as the Commission accepted contributions from the claimant, while she was engaged in part-time employment, it is now stopped from denying unemployment insurance benefit. I cannot agree with this opinion.

The answer to the question as to whether a claimant may insist upon accepting only work of a pattern similar to that which he previously followed depends upon the length of his unemployment, the possibilities of obtaining work of such a pattern in the district and all the other circumstances of his case.

While it is the duty of the local office to endeavour to place a claimant in the kind or pattern of employment he previously followed, nevertheless, if with the passage of time no such employment can be found, he should be ready to adjust his domestic or personal affairs in order to meet the exigencies of the labour field.

For those reasons the appeal is dismissed.

I would like to draw the attention of the chairman of the court of referees to Section 59 (2) of the Act which reads as follows:—

Where the chairman of a court of referees grants leave of appeal to the umpire from the decision of the court, the chairman shall record in writing a statement of the grounds on which leave to appeal is granted.

Fair Wages Conditions

In Dominion Government Contracts

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain

from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded during March

(1) Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 102 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 96 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 29,626.24
Post Office	13	105,256.83
Public Works	2	11,918.00

(3) Arrears of Wages

During March the sum of \$347.55 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed to the five employees concerned.

Contracts Containing Fair Wages Schedules Awarded, March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Summerside P E I: Cosman & Co Ltd, cementing down shingles on roof. *Eastern Passage N S*: Harbour Construction Co Ltd, installation of foundation walls & permanent improvements to houses. *New Glasgow N S*: L F Scaravelli,* repairs to basements. *Ajax Ont*: A Stroud Ltd,* equipment for water treatment system. *London Ont*: Hydro Electric Power Commission of Ontario,* installation of electrical power system. *Rockcliffe Ont*: Lightfoot Bros Construction Co,* installa-

tion of concrete sewer. *Windsor Ont*: A. Loisselle & Son,* installation of back porch piers; National Painting & Decorating Ltd,* exterior painting of houses. *Belmont Park B C*: Rosehall Nurseries Ltd,* landscaping. *Chilliwack B C*: Rosehall Nurseries Ltd,* landscaping; Rosehall Nurseries Ltd,* landscaping. *Vancouver B C*: Rosehall Nurseries Ltd,* landscaping; Rosehall Nurseries Ltd,* landscaping; Vancouver Associated Contractors Ltd, construction of houses.

Department of Citizenship and Immigration

Wikwemikong Ont: T C Taillefer, construction of a day school, Manitoulin Island Agency.

Defence Construction Limited

Bedford Basin N S: Arthur & Conn Ltd, installation of electrical services; Fundy Construction Co Ltd, installation of heating distribution system & construction of converter houses & electrical sub-station. *Dartmouth N S*: Eastern Woodworkers Ltd, construction of garage. *Greenwood N S*: Kenney Construction Co Ltd, construction of cannon & machine gun stop butt. *Chatham N B*: Modern Construction Ltd, erection & finishing of standard explosive storage bldgs. *Bagotville P Q*: Brush Aboe (Canada) Ltd,* installation of electric power plant; Gulf Maritime Construction Ltd, erection of standard explosive storage bldgs. *St Hubert P Q*: Louis Donolo Inc, construction of officers' mess. *Valcartier P Q*: J O Lambert, construction of central heating plant & installation of equipment. *Barriefield Ont*: DeMers Electric Ltd, installation of electrical distribution system. *Camp Borden Ont*: Bennett-Pratt Ltd, construction of mess. *Clinton Ont*: Elgin Construction Co Ltd, erection of quonset hut; R Timms Construction & Engineering Co Ltd, construction of messes. *Downsview Ont*: Redfern Construction Co Ltd, construction of bldgs; Supreme Power Supplies Ltd,* supply of power transformers; Richardson Construction Co Ltd, construction of water reservoir & pumphouse. *Hamilton Ont*: James Kemp, construction of explosive storage bldg. *North Bay Ont*: Russell Construction Co Ltd, construction of explosive storage bldgs; Sterling Construction Co Ltd, installation of petroleum storage tanks; Sterling Construction Co Ltd, construction of fire hall. *Petawawa*

Ont: W O Pickthorne & Son Ltd, installation of fire alarm system. *Trenton Ont*: Tatham Co Ltd, erection of explosive storage bldgs. *Uplands Ont*: W H Yates Construction Co Ltd, extensions to sewage treatment plant; Shore & Horwitz Construction, construction of explosive storage bldgs. *Macdonald Man*: Universal Construction Co, construction of explosive storage bldgs. *Winnipeg Man*: Swanson Construction Co Ltd, construction of pumphouse & reservoir; Universal Construction Co Ltd, construction of explosive storage bldgs. *Saskatoon Sask*: Pigott Construction Co Ltd, construction of central steam plant; W C Wells Construction Co Ltd, construction of structural steel hangar; W C Wells Construction Co Ltd, construction of bulk fuel storage; Myers Construction Co Ltd, construction of explosive storage bldgs. *Calgary Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of explosive storage bldgs; Borger Bros Ltd, construction of gun testing stop butt. *Cold Lake Alta*: Alexander Construction Ltd, construction of bldgs; Poole Construction Co Ltd, construction of structural steel hangars; Steel-Crafts (Alberta) Ltd, installation of bulk fuel storage; Dominion Construction & Arlington Lumber Ltd, construction of supply main & remote control line. *Namao Alta*: P W Graham & Sons Ltd, construction of bldgs. *Penhold Alta*: Alexander Construction Ltd, construction of messes. *Matsqui B C*: Kennett Construction, construction of stand-by power bldg.

Department of Defence Production

Greenwood N S: Municipal Spraying & Contracting Ltd, paving of Harmony Road. RCAF Station. *Kamloops B C*: Interior Contracting Co Ltd, construction of a tank & pumphouse & installation of equipment & pipe lines, RCAF Station.

National Harbours Board

Montreal Harbour P Q: Key Construction Ltd, construction of freight elevator, ramps & division walls in sheds. *Vancouver Harbour B C:* Coast Quarries Ltd, construction of dry wall rock protection, Grenville Island.

Department of Public Works

Bishop's Falls Nfld: Newfoundland Engineering & Construction Co Ltd, construction of public bldg. *Twillingate Nfld:* North Shore Construction Co Ltd, harbour improvements. *Bridgewater N S:* Rodney Contractors Ltd, addition & alterations to public bldg. *Cribbins Point N S:* F W Digdon & Sons Ltd,* dredging. *Halifax Harbour N S:* Charles H Balch & Maynard B Misner, repairs to beach protection, Mauger's Beach. *Halifax N S:* Parker Bros, interior & exterior painting, K. of C. Hostel. *Petit de Grat N S:* Walker & Hall Ltd, construction of a wharf. *Pictou N S:* Pictou Foundry & Machine Co Ltd,* renewals & repairs to tug "Sogenada"; Pictou Foundry & Machine Co Ltd,* renewals & repairs to Dredge PWD No 9. *Sydney N S:* Sydney Engineering & Dry Dock Co Ltd,* renewals & repairs to hull & machinery of tug "Canso". *The Hawk N S:* Mosher & Rawling Ltd, wharf extension. *Bonaventure P Q:* Laurent Giroux, construction of public building. *Joliette P Q:* Joliette Steel Division,* construction of dipper bucket for Dredge PWD No 130. *La Sarre P Q:* Adelard Pelletier, construction of public building. *Rimouski P Q:* Emile St Pierre, wharf reconstruction. *Three Rivers P Q:* Romeo Martel,* landscaping, public bldg. *Englehart Ont:* Hill-Clark-Francis Ltd, erection of public bldg. *London Ont:* Putherbough Construction Co Ltd, construction of cold chambers & storage room, Science Service

Laboratory; Putherbough Construction Co Ltd, construction of greenhouses & header-house, Science Service Laboratory. *Markdale Ont:* W A Brown Construction Ltd, erection of public bldg. *Ottawa Ont:* J E Copeland Co Ltd, alterations to bldg, 255 Argyle Ave; Edgar Dagenais, new partitions & re-decorating etc, No 6 temporary bldg; J C Robinson & Sons Ltd, installation of electrical distribution system, Booth St Bldgs; Alex I Garvock, construction of poultry houses, Central Experimental Farm; G T Green Ltd, painting of rooms in library extension, Supreme Court Bldg; Doran Construction Co Ltd, suspended ceilings, plaster work, tile work, ventilation etc in library extension, Supreme Court Bldg; Parkdale Woodworkers Ltd, book shelves in library reading room, Supreme Court Bldg; A Lanctot Construction Co, alterations to Laurentian Bldg for X-ray laboratory. *Rockcliffe Ont:* George A Crain & Sons Ltd, construction of office bldg, RCMP. *Toronto Ont:* Redfern Construction Co Ltd, development of laboratories, Sunnybrook Park Hospital. *Dodge Cove (Digby Island) B C:* Skeena River Pile-driving Co, float extension. *Duncan B C:* A V Richardson Ltd, alterations & additions to UIC Bldg. *Roberts Bay B C:* Pacific Piledriving Co Ltd, wharf repairs & extension. *Vancouver B C:* Allan & Viner Construction Ltd, alterations, repairs, paving, RCMP Fairmont Barracks.

Department of Resources and Development

Halifax N S: Wilfred Russel McNally, installation of heating system, Citadel.

Department of Transport

Moncton N B: Parsons Construction Co Ltd, construction of air terminal bldg. *Cold Lake Alta:* Dawson Wade & Co Ltd, aerodrome development.

TUC Names Delegate to TLC's 1952 Convention

Sir Vincent Tewson, General Secretary of the British Trades Union Congress, has announced the appointment of Frederick S. Kelland as representative of the TUC to the 67th annual convention of the Trades

and Labour Congress of Canada, to be held in Winnipeg beginning August 18.

Mr. Kelland is President of the Associated Society of Locomotive Engineers and Firemen in Great Britain.

Employment Conditions

March-April, 1952

Applications at National Employment Service offices fell off by 7,500 during the first week of April, although the number at April 10 was 15,000 higher than at the beginning of February. Lay-offs from logging camps, main cause of additional unemployment this Spring, were almost completed. Hirings on a small scale were beginning in agriculture, construction and transportation. Employment was still at low level in textiles and in some sections of household appliance industries

Seasonal factors continued to augment the number of unemployed after the end of January but less rapidly than in the early winter months. At the latest date for information, April 10, applications at National Employment Service offices throughout the country, totalling 378,000, were 15,000 higher than at the beginning of February. An improvement in the situation was apparent in the statistics for the week April 3-10, however, when registrations fell off by 7,500.

Lay-offs from logging camps, the main cause of additional unemployment during this period, were largely completed by early April. Employment in the logging sector of pulp and paper in eastern Canada had dropped by 60,000 since the end of January, which was a larger decline than ever before recorded. Many of the men released from woods work were entitled to unemployment insurance benefits this year and were registering for the short period of unemployment before they took up their summer work on farms, construction projects, Great Lakes shipping and similar activities.

Except in logging, there have been relatively few large lay-offs since the end of January. By the end of March, hirings were taking place on a small scale in agriculture, construction and transportation, although they were not general; weather conditions still impeded outdoor work in most parts of eastern Canada.

Not much change occurred in industries in which employment declines were largely non-seasonal, although signs of improvement were appearing. Short-time work was reduced in the clothing industry; some former workers were recalled. The automobile industry continued its re-hiring program which started in February. Employment remained at a low level in

primary textiles, however, and in some sections of the household appliance industries.

Shipbuilding and aircraft firms continued to increase their employment during the winter months, with some difficulties being experienced in obtaining skilled men. The indexes of employment for these industries, issued by the Dominion Bureau of Statistics on a 1939 base, reflect this rise. The February 1, 1952, indexes with a comparable figure for the previous year in parentheses were: aircraft and parts, 727.8 (416.3) and shipbuilding and repair 502.6 (315.8).

Monthly DBS employment data indicate that most other industries, including mining, communications, public utility operations, finance and services, have maintained stable employment slightly above 1951 levels.

Regional Analysis

The developments in employment during this period varied with the different regions. In the *Atlantic* region, the major factor in the employment scene since February has been the lay-offs in the lumbering and logging industry. The largest increase in persons registering at NES offices has been in the logging areas of northern New Brunswick and Grand Falls and, to a lesser extent, Bridgewater, Springhill, Truro, Minto and Sussex local areas. By April 10, applications for employment within the region had reached a total of 52,700. About 4,000 were added in February and 6,000 in March and early April.

Outdoor work was further delayed in March because of the spring thaw. Provincial highways were closed to heavy truckers and sawmills, exhausting their

supply of logs, will remain inactive until hauling can be resumed. Greatly reduced construction employment at the RCAF base at Chatham aggravated the rise of job applications in the Newcastle area. In the Bathurst local area, small temporary lay-offs in paper manufacturing, caused by the power shortage, helped to swell the labour supply.

Despite this labour surplus, there was evidence of a growing shortage of certain skilled and semi-skilled tradesmen. In Liverpool, orders for moulders, welders, draughtsmen and electricians for ship repair work were met from local supplies with difficulty. In Halifax, the heavy demand for machinists, marine engine fitters and welders exceeded the supply.

Spot shortages of skills were expected to develop as construction projects got underway. In Newfoundland, workers were already being hired for construction of the airbase near Corner Brook, for which an estimated 2,500 men would be needed. Electricians, plumbers, plasterers and bricklayers were already in short supply in several areas of the region.

Quebec, more than any other region, was affected by the release of workers from logging. Applications for work at Employment Service offices which stood at 104,500 at January 31, rose to 114,600 at February 28 and 135,900 at April 10. Twenty-six of the 43 local areas in the region showed 15 per cent or more of the wage and salary workers registered at NES offices at the beginning of April.

Aside from logging, the employment situation in the Quebec region as a whole did not change appreciably during March. Mines remained well-staffed, with demand for workers low. Some hiring was evident in the quarries where work was being resumed after the winter closure.

Employment in plants working on defence contracts remained high with an increased demand for technical skills. Capital goods industries continued active. Scarcity of orders for stoves and furnaces in particular caused a decline in production in foundries. There was little prospect of an early recovery in the slack primary textile industry. Unsettled labour conditions in the textile plants in Valleyfield and Montreal added to the difficulties of the industry.

Clothing firms were seasonally active and the knit goods industry was busier, despite large inventories. Some increase in employment was taking place in the leather and leather products industry affecting Quebec and Montreal, and in the furniture industry affecting Victoriaville. A slight decline in activity occurred in pulp and paper indus-

tries and two paper-making plants in Three Rivers reduced their working schedule to three days a week because of heavy inventories. A temporary decline in employment in asbestos products manufacturing industries occurred during March.

Active job applications in the **Ontario** region declined 8,400 from the February peak to 104,400 at April 10. The start of the seasonal decline in unemployment has involved a relatively small number of workers, in comparison to other years, but there has been a continuing decline in the extent of short-time work, as indicated by a drop of 2,700 in the number of claims for short-time unemployment, insurance benefits in March. The Ontario total of 13,800 at the end of March remained higher than for Quebec (11,800) for the third consecutive month, an unusual feature at this time of year.

There were declines in the volume of unemployment during March in 36 of the 61 local areas in the region. The manpower surplus in Picton was reduced by the recall of footwear workers and the seasonal resumption of cement block manufacturing. The close of log cutting and hauling activity increased manpower surpluses in many northern areas, where activity in logging and sawmilling will not be resumed until drier weather and suitable ground conditions prevail. Lay-offs from textile and paper mills increased unemployment in Cornwall.

Developments in manufacturing industries in the region had not yet shown a definite pattern. Although generally slack, the textile, leather, rubber and furniture industries experienced slight, scattered improvements. Meat packing establishments were hiring workers for pork processing after the hesitation induced by the outbreak of foot-and-mouth disease in the Prairies; activity in confectionery slackened. Working hours were reduced in mills producing fine paper and containers because of high inventories. In Oshawa, 150 workers were recalled to the automobile industry and an additional 450 to 500 new workers were hired; 1,000 more automobile workers were expected to be taken on in Windsor. The machinery industry in Brantford continued to expand, with shortages of tool makers and arc welders becoming more acute. Employment increased in the aircraft industry during March.

The spring upswing in construction activity had been held up by unfavourable weather and ground conditions, which were expected to improve shortly. While a drop in the volume of residential building

this year in comparison with 1951 was expected, many institutional and industrial projects were ready to start.

The number of job seekers in the **Prairie** region has increased only slightly since the end of January and by the end of March was beginning to decline. The 45,300 applications on file at employment offices at April 10 were 4,000 fewer than at the winter peak. No area showed a large surplus of workers. Construction workers made up a large proportion of the unemployed.

The completion of the winter pulp-cutting program, with the resulting increase of 1,200 in job applications, created a moderate labour surplus in Port Arthur. The successful winter cut increased inventories in most companies to sufficiently high levels so that the summer cut will likely be smaller this year. Lay-offs were heavy in Fort William also but labour surpluses were being absorbed in the aircraft, construction and railway transportation industries.

A shortage of farm labour is expected again this spring, partly as a result of the anticipated increase in construction activity and the carry over of the 1951 harvest.

Conditions in manufacturing were generally more buoyant in March. An aircraft firm in Winnipeg had more than doubled its staff recently and additional hiring of aircraft workers took place in Edmonton and Fort William. Activity in food manufacturing was seasonally low; in meat packing most of those laid off because of the outbreak of foot-and-mouth disease have been recalled but restrictions on the movement of cattle were having an unfavourable effect on employment in the industry. The clothing industry was seasonally active.

In the **Pacific** region, employment conditions have been improving since the end of January. Logging operations in the coastal areas were approaching normal levels in March and the demand for farm workers strengthened as spring work got under way. In consequence, the number of

job applications at National Employment Service offices at April 10 had dropped to 39,400 from a peak of 57,500 at the end of January. Substantial labour surpluses existed in six of the 18 labour market areas at the beginning of April.

Vancouver Island had experienced the most extensive reduction in unemployment. Labour surpluses had declined substantially in all the logging areas. There was some uncertainty within the industry regarding the export demand after the United Kingdom contracts run out this fall but the scale of currently-planned woods operations indicate that a shortage of skilled loggers will develop early this summer.

At Whitehorse it was expected that, unless the influx of transient labour this summer is large, special efforts would be needed to satisfy the demand for mining and construction workers. Orders for a substantial number of welders have been cleared by the National Employment Service offices to other parts of the country, in anticipation of the construction of the Edmonton-Burnaby pipeline, where contractors were now conducting welding tests. Orders for rock tunnelmen, heavy duty mechanics and maintenance mechanics for the aluminum expansion project have been in clearance for over a month.

From the amount of work planned for 1952, it was probable that construction employment this summer would reach last year's high level. This year, however, the emphasis will shift from housing to industrial projects, which shift will exert considerable pressure on the available labour supply in specific areas. The construction of the new Kitimat townsite in northern British Columbia, will require many carpenters. Although most of these will be brought in from Vancouver, the project undoubtedly will compete for local labour with the logging industry in Prince Rupert, which has been employing an increasing number of workers since the recent expansion in the industry.

Number of Live Applications at Employment Service Offices as a Per Cent of Wage and Salary Workers

	Live Applications March 27, 1952	% of Wage and Salary Workers	Live Applications March 29, 1951	% of Wage and Salary Workers
Atlantic.	52,616	13.2	46,622	11.7
Quebec.	132,430	11.6	95,587	8.7
Ontario.	109,401	7.7	56,669	4.1
Prairies.	48,820	8.3	49,593	8.5
Pacific.	41,583	11.6	41,805	12.2
Canada	384,850	9.9	290,276	7.6

Wages, Hours and Working Conditions

The Primary Textile Industry

Although production and employment in the textile industry increased rapidly during 1950 and early 1951, they declined sharply during the later months of last year. Wages, however, increased substantially

After a rapid increase in production and employment during 1950 and the early part of 1951, equally sharp declines occurred in the later months of 1951. Short-time work became fairly general. At the same time, substantial increases in wage rates or in straight-time earnings took place.

Employment Characteristics.—The primary textile industry ranks fifth in number of employees among manufacturing industries in Canada. At December 1, 1951, employment in textiles amounted to 76,200 persons, 78 per cent of whom were engaged in the production of yarn and woven fabric while the remainder were in the miscellaneous textile products branches of the industry. Of the 78 per cent, 29,200 were engaged on cotton goods, 13,900 on woollen goods, and 16,100 on synthetics and silk goods.

The textile industry is a light manufacturing industry in which labour cost is a large proportion of total cost. It has therefore been common for textile plants in many cases to locate in smaller industrial centres where labour supplies are ample. Many towns in Ontario and Quebec are almost wholly dependent on the industry as a means of livelihood. Fifty-five per cent of the industry's employment was in Quebec and 38 per cent in Ontario in the year 1948.

Apart from the recent decline in employment levels, the post-war period has seen the trend of employment in the industry move irregularly upward in all branches except woollen goods. The average number employed in woollen goods fell from 15,000 to 14,000 between 1947 and 1951. During the same period, employment increased by 4,500 (19 per cent) in cotton goods, by 3,300 (23 per cent) in synthetics, and by 900 (6 per cent) in the miscellaneous group.

Market Trends.—About 90 per cent of the primary textile industry's products ultimately find their way into consumer goods markets. Most of the output is purchased by clothing manufacturers,

The textile industry, in terms of value of production, employment and payrolls, occupies an important place in the Canadian economy. It includes a number of separate branches, such as cottons, woollens and synthetics, which process raw fibres into finished yarn for woven fabrics.

In this article, the hosiery and knit goods industry has been included in the sections on collective bargaining, wage rates and working conditions, although it is frequently considered part of the secondary textile industry.

The data on employment trends, however, include only the primary textile industry as usually defined.

although special types of fabrics are produced for other industries, such as boots and shoes, while still other fabrics go directly to retail stores. Demand for the industry's products is thus largely dependent on the level of consumer sales of secondary textile goods, particularly clothing. Sales of fabrics for home furnishings also have a substantial effect on total demand.

The industry over the years has suffered from marked fluctuations in its output. The basic cause of this instability is related to the character of the Canadian market, with its heavy dependence on imports which are competitive with domestic production.

Industries which use textile products, particularly woollens and synthetic fibres, are highly responsive to changes in consumer demand resulting from climate and style factors.

The small size of the average clothing firm which buys primary textiles is an added element creating instability of demand. This is particularly true of clothing manufacturers. Small firms in this industry are subject to financial vulnerability and, with low overhead costs in comparison to labour costs, output reduc-

tions are intensified because manufacturers resort to lay-offs as a cost-reduction measure.

Imports of finished fabrics, which last year comprised over one-third of the total domestic sales of woven goods, are extremely changeable and are in the main competitive with domestic goods. This means that the share of the domestic market going to Canadian producers cannot be assumed very far in advance.

In recent years, significant variations have taken place in the relative importance in consumption of various textile fabrics. There has been a shift in emphasis from natural fibres, particularly wool, to synthetic fibres. Changes in the characteristics of new fibres have broadened their use both in the manufacture of clothing and for a variety of other purposes. In the growing competition with synthetic fibres, cotton has so far maintained its position better than wool.

Raw Material Considerations.—Raw material supplies create another element of instability for the Canadian textile industry. Imported natural fibres still account for about 80 per cent of the materials consumed by Canadian firms, which therefore have relatively little control over supply and price. The unpredictability of natural fibre yields and the ability of large foreign customers to affect world price movements result in wide price and supply fluctuations for Canadian producers.

Primary and secondary textile manufacturers have more recently sought to average costs over longer periods to maintain stability in consumer prices. This helps to overcome minor but not major price variations. Thus the consumer market is subjected to the forces of supply and price expectations, the disruptive effects of scare buying and inventory accumulation and the difficulties entailed in order postponement and stock liquidation.

In the long run, greater stability should accrue to the industry from the increasing use of synthetic fibres. Canada produces 75 per cent of her own requirements of these fibres, so that the industry is to this extent freed from the disturbing effects of supply and price movements in world markets.

Current Production and Market Developments.—Prior to the June, 1950, outbreak of hostilities in Korea, supply and demand forces in the industry were in fairly close balance. Fears of spreading conflict and the implementation of defence programs led the trade to expect future shortages and price increases. The primary industry responded quickly by greatly

increasing its output. The boom continued from mid-1950 until the first quarter of last year, at which time inventories reached record levels at all stages of the trade. By early 1951, employment reached a peak of 78,500, an 8 per cent increase over 1950, while the index of primary mill activity in April reached 192.9 as compared with 171.2 in 1950 and 176.2 in 1949.

During the second quarter of 1951, a number of adverse factors coincided to disrupt activity at the manufacturing level. The upsurge of consumer buying was not maintained and demand sharply declined. The world wool market suddenly broke; prices slipped to half their previous peak levels within a few weeks. Raw cotton prices declined sharply in the face of hesitant buying. The implementation of tighter bank credit policies curtailed the activities of wholesalers, retailers and manufacturers. The retarding effect of these forces caused a substantial reduction of activity at secondary levels and in turn, through order curtailment, at the primary industry level.

In addition, the primary industry's output was further retarded by the heavy volume of imports which competed for the diminished domestic market. During the period of heavy buying in the second half of 1950 and the first quarter of 1951, manufacturers made extensive forward commitments for primary fabrics in foreign markets. Subsequent imports aggravated the already serious inventory situation and further adversely affected domestic production.

During the past year, the main stimulant, which has partially offset the slump in consumer demand, has been the large volume of government defence expenditures for primary textile products. This has accounted for from 5 to 25 per cent of production in the various branches of the primary textile industry.

The depressed condition of the industry has continued through most of the latter half of 1951. At November 1, employment was 71,900, 5 per cent below 1950 and 1 per cent below 1949 on the same date. The index of industrial activity in the industry at November 1 was 154.8 as compared with 187.6 in 1950 and 169.8 in 1949.

Revival forces in the industry are dependent on: consumer demand, inventory levels, raw material prices, and import competition. Recently, there has been evidence of some improvement. Since the New Year, consumer demand has strengthened somewhat while inventories at the manufacturing and sales levels are slowly reaching more normal positions.

Increased business will mean that manufacturers must again enter the primary market. Raw material prices have lately reached some stability. Against these revival factors, sizeable imports, particularly of woollen and worsted fabrics, continue to exercise a retarding influence.

Collective Bargaining

Although unions have existed in the primary textiles industry for almost half a century, it is only in the last 15 years that large numbers of employees have been organized. Before 1937, collective bargaining as it is understood now was almost non-existent; but by 1951 there were 160 collective agreements in effect covering textile mills and their employees. These agreements applied to approximately 48,600 workers in more than 160 mills.

Many international and national unions and a number of independent locals negotiate on behalf of primary textile employees. However, three unions, the Textile Workers' Union of America (CCL-CIO), the United Textile Workers of America (TLC-AFL), and the National Catholic Federation of Textile Workers (CCCL), are the major organizations in the industry. The first two unions mentioned have organized textile workers in various parts of Canada while the National Catholic Federation confines its activities largely to the province of Quebec. Of the 160 agreements in effect at the beginning of 1951, these three unions together had 86 contracts applying to approximately 36,200 workers.

For the most part, mills are organized on an industrial basis, all employees in a mill other than supervisors and office workers being included in a single bargaining unit. A few bargaining units are, however, multiplant in scope so that a single agreement applies to several mills of a company; but the large majority of agreements apply to one mill and its production employees.

Wage Rates*

Wage rates in the primary textile industry increased by 12.5 per cent during the 12-month period preceding October 1, 1951. This gain was more than double that which occurred during the previous year. The index of average wage rates for 1950 and the preliminary index for 1951 on a base of 1939 as 100 were 256.0 and 287.9.

All four major divisions of the industry showed substantial increases in average hourly wage rates during 1951. The rayon, nylon and silk textiles division had the largest increase, 15.2 per cent, whereas the smallest gain, 10.1 per cent, was registered in cotton yarn and broad woven goods. The 1950 and preliminary 1951 index numbers (base 1939=100) with corresponding percentage increases for the industry and its four divisions are shown in the table at the bottom of this page.

In the paragraphs which follow, brief summaries are given for each of the four divisions of the industry, covering occupational wage rates at October 1, 1951, and changes in rates since 1950. The tables contain averages for Canada as a whole for a cross-section of occupations, in each sub-group of the industry. These occupations include employees of both sexes and various strata of skill. Information for both time-work and piece-work is included in the averages, although most of the wage-earners in the industry are paid on the latter basis.

Cotton Yarn and Broad Woven Goods.

—Of the 12 male occupations covered in the analysis of this division, loom fixers received the highest rate of pay, \$1.21 per hour, and dye house operators the lowest, 97 cents. Rates for the 12 female occupations ranged from 84 cents an hour for battery hands to 99 cents for fly frame tenders. Ten of these averages were over and two were under 90 cents an hour. Female doffers received the smallest average increase in wage rates over 1950—5 cents an hour—and female drawing-in hands the largest—14 cents. The average hourly wage rates for 24 selected occupations are shown in the table at the top of the next page.

	1950 Index	1951 Index	Per cent Increase
Primary Textile Products.....	256.0	287.9	12.5
Cotton Yarn and Broad Woven Goods.....	262.0	288.4	10.1
Woollen and Worsted Yarn and Woven Goods.....	273.0	307.9	12.8
Rayon, Nylon and Silk Textiles.....	256.2	295.2	15.2
Hosiery and Knit Goods.....	243.6	276.6	13.5

*Detailed information on average wages for selected occupations by regions will be available in the ninth annual report on "Wages and Hours in the Primary Textile Industry in Canada, October 1951".

Occupation	Average Wage Rate Per Hour ¹
<i>Male</i>	
Card Tender	\$1.01
Doffer	1.04
Dye House Operator.....	.97
Fixer	1.12
Fly Frame Tender.....	1.04
Grinder	1.12
Loom Fixer	1.21
Picker Tender	1.00
Skilled Tradesmen (Maintenance)	1.20
Slasher Tender	1.11
Twister Tender .....	.98
Weaver	1.06

<i>Female</i>	
Battery Hand .....	.84
Cloth Inspector .....	.86
Doffer .....	.91
Drawing and Combing Tender.....	.93
Drawing-in Hand .....	.98
Fly Frame Tender .....	.99
Spinner (Ring) .....	.94
Spooler Tender .....	.94
Twister Tender .....	.96
Warper Tender .....	.93
Weaver .....	.98
Winder Tender .....	.95

¹Preliminary figures subject to revision.

Woollen and Worsted Yarn and Woven Goods.—The average increase in wage rates in this division of the primary textile industry was approximately 11 cents an hour. Increases for individual occupations varied considerably but were most frequently between eight and 11 cents an hour for male workers and seven and 13 cents for women. Rates for the various male job categories ranged from 91 cents an hour for garnett and wool pickers to \$1.22 for loom fixers; female workers earned from 64 cents an hour for wet and dry operators to 97 cents for woollen spinners. Other occupations for which average wage rates are shown include—male weavers, \$1.07 per hour; female weavers, 86 cents; and male woollen spinners, 97 cents. The following table shows the average hourly wage rates for 19 occupations in this division:—

Occupation	Average Wage Rate Per Hour ¹
<i>Male</i>	
Card Tender and Finisher.....	\$.93
Card Stripper and Grinder.....	.96
Dye Machine Operator.....	.98

Garnett and Wool Picker.....	\$.91
Loom Fixer	1.22
Warper and Beamer.....	1.09
Weaver	1.07
Woollen Spinner (Mule and Frame) .....	.97
Wet and Dry Operator.....	.94

<i>Female</i>	
Burler and Mender.....	.82
Drawing-in Hand .....	.80
Mixing Gill, Draw Box and Draw Frame Operator.....	.88
Twister .....	.91
Warper and Beamer.....	.82
Weaver .....	.86
Wet and Dry Operator.....	.64
Winder, Spooler and Reeler...	.82
Woollen Spinner (Mule and Frame) .....	.97
Worsted Spinner (Frame).....	.84

¹Preliminary figures subject to revision.

Hosiery and Knit Goods.—In the manufacture of hosiery, average wage rates for the nation as a whole ranged from 73 cents an hour for female circular knitters to \$1.59 for male full-fashioned combination knitters. Of the male workers covered in this analysis, only circular knitters received less than one dollar an hour, averaging 99 cents, whereas for the female workers, only boarders earned more than one dollar, averaging \$1.08 an hour. Increases in wage rates varied from two to 19 cents an hour, depending on occupation, but were commonly between eight and 16 cents. Female loopers and hand operators, numerically two of the most important groups of workers in hosiery manufacture, received average increases in wage rates of nine and 10 cents per hour, respectively. Male full-fashioned combination knitters had an average gain of 13 cents an hour. On the whole, wage rate increases for male workers were about six cents an hour greater than for women.

In the manufacture of underwear and outerwear, female sewing machine operators received the lowest average rate of pay, 75 cents an hour; fixers, the highest, \$1.21. Average rates for male workers ranged from 98 cents an hour for cutters to \$1.21 for fixers; female workers from 75 cents for hand operators and sewing machine operators to 88 cents for cutters. The highest increase in rates for males between 1950 and 1951 applied to hand operators, 16 cents an hour, and for females, to cutters, who received 17 cents. Average hourly wage rates for selected

occupations in the manufacture of hosiery and other knitted goods are listed in the following table:—

Occupation	Average Wage Rate Per Hour ¹
HOSIERY	
<i>Male</i>	
Boarder	\$1.10
Circular Knitter .....	.99
Dye House Operator.....	1.03
Fixer, Circular	1.32
Fixer, Full Fashioned.....	1.45
Full Fashioned Combination...	1.59
<i>Female</i>	
Boarder	1.08
Circular Knitter .....	.73
Full Fashioned Topper.....	.83
Looper .....	.79
Sewing Machine Operator.....	.82
Twister, Reeler, Winder.....	.76
Hand Operator .....	.83
UNDERWEAR AND OUTERWEAR	
<i>Male</i>	
Circular Knitter	1.02
Cloth Finisher	1.05
Cutter .....	.98
Dye House Operator.....	.93
Fixer, Knitting	1.21
Hand Operator	1.02
<i>Female</i>	
Circular Knitter .....	.77
Cutter .....	.88
Hand Operator .....	.75
Sewing Machine Operator.....	.75

Rayon, Nylon and Silk Textiles.—Of the 13 occupations covered in this division, female drawing-in and twisting-in hands received the lowest rate, 77 cents an hour,

and male loom fixers, the highest, \$1.24. There was a marked increase in wage rates between 1950 and 1951, with the male workers for Canada as a whole averaging 14 cents an hour more, and female workers, 12 cents. Female weavers received the highest increase, 22 cents an hour. Other occupations for which rates are shown include: male weavers, \$1.10 per hour; male throwers, \$1.16; and female spinners, 82 cents. The accompanying table summarizes the information on wage rates obtained for this division of the industry:—

Occupation	Average Wage Rate Per Hour ¹
<i>Male</i>	
Loom Fixer	1.24
Splasher Tender	1.04
Thrower	1.16
Warp Hanger	1.05
Warp Tender .....	.98
Weaver	1.10
<i>Female</i>	
Battery Hand .....	.85
Drawing-in and Twisting-in Hand .....	.77
Spinner .....	.82
Thrower .....	.84
Warp Tender .....	.81
Weaver	1.10
Winder .....	.83

¹Preliminary figures subject to revision.

Working Conditions

The distribution of the mills from which data are used in this section, with the plant workers which they cover, is as follows:—

	Mills	Mill Workers
Cotton Yarn and Broad Woven Goods.....	39	22,951
Woollen and Worsted Yarn and Woven Goods.....	76	9,061
Rayon, Nylon and Silk Textiles.....	35	12,642
Hosiery and Knit Goods.....	148	17,983
	298	62,637

Canadian textile mills are concentrated largely in Ontario and Quebec, all but 28 of the total number being in these two provinces. Returns were received from 155 mills in Ontario employing 24,679 plant employees and from 115 mills in Quebec with 33,958 plant workers.

The Normal Work Week (Tables Ia and Ib).—During the past five years in the primary textiles industry a marked shortening of the work week has taken place. In 1951 only one-third of the mill

employees in the industry were working a longer schedule than 45 hours per week as compared with two-thirds in 1947.

The five-day week has also gained prominence in the textile industry. By October, 1951, plants employing well over one-half the total mill workers reported this schedule. In the hosiery and knit goods, and the woollen divisions of the industry, it was predominant to a marked degree. About four-fifths of the mill workers in each of these divisions were working a five-day week.

In Quebec the largest group of workers was working 40 or 48 hours per week and in Ontario 45 hours or less.

Overtime Payment.—Time and one-half was the usual overtime rate for work after standard daily or weekly hours. Two-thirds of the mill workers were employed in establishments which paid time and one-half for work on Sunday.

In all divisions of the industry, double time and double time and one-half were the most common payments reported for work on paid statutory holidays.

Rates for work on Sunday and paid statutory holidays shown according to the percentage of mill workers affected in each of the four divisions of the industry are listed in the table at the top of the following page.

**TABLE 1A.—THE NORMAL WEEK IN THE PRIMARY TEXTILES INDUSTRY,
OCTOBER 1951**
MILL WORKERS BY INDUSTRY

Normal Weekly Hours	Total Primary Textiles	Cotton Yarn and Broad Woven Goods	Woollen and Worsted Yarn and Woven Goods	Rayon, Nylon and Silk Textiles	Hosiery and Knit Goods
Employees on a 5-day Week					
40.....	16,022	11,057	829	1,032	3,104
Over 40 and under 45.....	3,692	.....	822	1,609	1,261
45.....	11,724	843	2,797	196	7,888
Over 45 and under 48.....	2,650	341	1,499	29	781
48.....	3,142	588	936	311	1,307
Over 48.....	1,437	26	204	851	356
Total.....	38,667	12,855	7,087	4,028	14,697
All Employees					
40.....	16,053	11,057	829	1,063	3,104
Over 40 and under 45.....	12,195	6,084	1,009	3,317	1,785
45.....	13,447	1,894	3,118	196	8,239
Over 45 and under 48.....	2,918	341	1,499	29	1,049
48.....	12,914	2,777	1,945	5,904	2,288
Over 48.....	5,110	798	661	2,133	1,518
Total.....	62,637	22,951	9,061	12,642	17,983

**TABLE 1B.—THE NORMAL WORK WEEK IN THE PRIMARY TEXTILES INDUSTRY,
OCTOBER, 1951**
MILL WORKERS BY REGION AND CITY

Normal Weekly Hours	By Region				By City	
	Atlantic Provinces	Quebec	Ontario	Western Provinces	Montreal	Toronto
Employees on a 5-Day Week						
40.....	24	10,351	5,349	298	3,523	353
Over 40 and under 45.....	.....	499	2,939	254	416	838
45.....	87	2,636	9,001	.....	864	1,264
Over 45 and under 48.....	.....	658	1,848	144	7	5
48.....	.....	2,211	931	.....	.....	362
Over 48.....	.....	1,387	50	.....	24	.....
Total.....	111	17,742	20,118	696	4,834	2,822
All Employees						
40.....	24	10,382	5,349	298	3,523	353
Over 40 and under 45.....	2,575	3,361	5,828	431	416	920
45.....	87	3,220	10,140	.....	864	1,217
Over 45 and under 48.....	165	658	1,951	144	7	18
48.....	.....	11,543	1,361	10	80	369
Over 48.....	266	4,794	50	.....	53	.....
Total.....	3,117	33,958	24,679	883	4,943	2,877

	Primary Textiles %	Cotton Yarn and Broad Woven Goods %	Woollen and Worsted Yarn and Goods %	Rayon, Nylon and Silk Textiles %	Hosiery and Knit Goods %
<i>Sunday</i>					
Time and one-half.....	66.1	98.1	52.9	72.5	27.1
Double time	10.5	.9	8.3	21.5	16.3
No overtime policy or information reported..	23.4	1.0	38.8	6.0	56.6
<i>Paid Statutory Holidays</i>					
Time and one-half.....	6.5	4.6	5.2	..	14.1
Double time	20.9	7.8	20.8	20.4	38.0
Double time and one-half.	57.8	77.1	53.2	75.9	22.8
Other overtime rates.....	3.2	..	10.0	1.0	2.4
No overtime policy or information reported..	11.7	10.5	10.8	2.7	22.7

Annual Vacations with Pay (Tables IIa and IIb).—The proportion of employees who could become eligible for a maximum vacation of three weeks after extended periods of employment rose from three per cent in 1947 to 45 per cent in 1951. A percentage distribution of employees who could become eligible for a maximum vacation of two and three weeks since 1947 is shown below:—

Length of Maximum Vacation	Percentage of Mill Workers				
	1947	1948	1949*	1950	1951
Two weeks..	51.8	73.7	48.0	47.8	48.8
Three weeks.	2.7	5.9	36.5	42.1	44.8

*Estimate.

In the manufacturing of cotton yarn and broad woven goods, 18 mills employing two-thirds of the mill workers reported a policy whereby their employees would be entitled to a maximum vacation of three weeks after 15 to 25 years of employment. This same policy was also reported by 11 mills employing 60 per cent of the mill workers in the rayon, nylon and silk textiles division of the industry. In the other two divisions the predominant maximum vacation reported was two weeks, generally after five years of employment.

Shut-down of the plants for a period which included the vacation was quite common in the textile industry. One hundred and seventy-two mills employing 56,000 mill workers closed for two weeks and 73 mills employing 11,400 workers ceased operations for one week, in both cases during the summer season. A small number of mills reported closing during the winter season.

Statutory Holidays (Tables IIIa and IIIb).—The trend towards payment of more statutory holidays is indicated in the following table:—

Number of Paid Holidays	Percentage of Total Mill Workers				
	1947 %	1948 %	1949 %	1950 %	1951 %
None	55.2	42.4	17.0	11.2	9.1
1 to 6.....	16.6	22.6	29.5	20.2	20.6
6.....	17.5	22.1	31.8	39.7	24.7
7.....	1.6	1.3	6.4	4.9	11.5
8.....	7.8	9.8	14.2	21.4	26.0
More than 8...	1.4	1.8	1.1	1.0	7.9
Information not reported.	..	..	..	.8	.2

In 1951 about 90 per cent of the cotton mill workers were enjoying five to eight paid holidays. In both the woollen and rayon divisions, more than four-fifths of the workers were in plants paying for five to nine holidays, and in hosiery and knit goods, the proportion was about two-thirds.

The number of paid statutory holidays also varied considerably with each region. In Quebec, 34 mills employing one-third of the mill workers paid for six holidays and in Ontario 65 mills employing more than one-half the workers paid for eight days. In the Atlantic provinces, five statutory holidays were the predominant number paid for and in the western provinces seven and eight paid holidays were most commonly reported.

Shift Differentials.—Some 17,500 mill workers were reported on the afternoon and night shift with more than 12,500 of these workers receiving a shift differential. From three to five cents and 5 per cent were the most common differentials paid for work on the second shift; 5 and 10

TABLE IIA.—ANNUAL VACATIONS WITH PAY IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER 1951
Mills and Mill Workers by Industry

Length of Vacation and Service Requirement	Total Primary Textiles (1)		Cotton Yarn and Broad Woven Goods		Woolen and Worsted Woven Goods		Rayon, Nylon and Silk Textiles		Hosiery and Knit Goods	
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Initial Vacation										
ONE WEEK WITH PAY.....	276	56,759	31	18,693	72	8,908	34	11,748	139	17,410
After: less than 1 year.....	39	4,906	3	435	13	1,380	7	1,177	16	1,914
1 year.....	213	49,793	26	18,173	53	6,847	27	10,571	107	14,202
Service not specified.....	24	2,060	2	85	6	681	.....	.....	16	1,294
TWO WEEKS WITH PAY.....	20	5,859	8	4,258	2	134	1	894	9	573
After: 1 year or less.....	17	5,619	8	4,258	2	134	1	894	6	333
Service not specified.....	3	240	.....	.....	.....	.....	.....	.....	3	240
Total.....	296	62,618	39	22,951	74	9,042	35	12,642	148	17,983
Maximum Vacation										
TWO WEEKS WITH PAY.....	147	24,722	12	4,233	41	5,412	15	2,934	79	12,143
After: less than 5 years.....	44	5,592	.....	.....	14	1,350	4	315	26	3,927
5 years.....	102	18,947	12	4,233	26	3,879	11	2,619	53	8,216
Other periods.....	1	183	.....	.....	1	183	.....	.....	.....	.....
THREE WEEKS WITH PAY.....	60	28,063	18	14,440	13	2,721	11	7,424	18	3,478
After: 15 to 25 years.....	58	27,763	17	14,357	13	2,721	11	7,424	17	3,261
Other periods.....	2	300	1	83	.....	.....	.....	.....	1	217
INITIAL VACATION MAINTAINED.....	89	9,833	9	4,278	20	909	9	2,284	51	2,362
One week.....	69	3,974	1	20	18	775	8	1,390	42	1,789
Two weeks.....	20	5,859	8	4,258	2	134	1	894	9	573
Total.....	296	62,618	39	22,951	74	9,042	35	12,642	148	17,983

(1) Two mills employing 19 plant workers which did not report information on vacation with pay are not included in this table.

TABLE IIb.—ANNUAL VACATIONS WITH PAY IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER 1951
Mills and Mill Workers by Region and City

Length of Vacation and Service Requirement	By Region						By City						
	Atlantic Provinces ⁽¹⁾			Quebec		Ontario		Western Provinces		Montreal		Toronto	
	Mills	Mill Workers		Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Initial Vacation													
ONE WEEK WITH PAY.....	11	1,431		113	33,806	142	20,658	10	864	24	4,943	30	2,551
After: Less than 1 year.....	6	703		8	866	24	3,229	1	108	2	38	3	314
1 year.....	5	728		95	31,968	105	16,480	8	617	19	4,854	27	2,267
Service not specified.....				10	972	13	949	1	139	3	51		
TWO WEEKS WITH PAY.....	3	1,667		2	152	13	4,021	2	19			4	359
After: 1 year or less.....	3	1,667		2	152	10	3,781	2	19			3	319
Service not specified.....						3	240					1	40
Total.....	14	3,098		115	33,958	155	24,679	12	883	24	4,943	34	2,940
Maximum Vacation													
TWO WEEKS WITH PAY.....	6	759		54	11,770	77	11,329	10	864	2	667	12	1,301
After: Less than 5 years.....	4	594		8	906	23	3,367	9	725			3	576
5 years.....	2	145		45	10,681	54	7,962	1	139	2	667	9	725
Other Periods.....				1	183								
THREE WEEKS WITH PAY.....	1	504		29	19,522	30	8,037			8	3,675	5	839
After: 15 to 25 years.....	1	504		29	19,522	28	7,737			8	3,675	5	839
Other Periods.....						2	300						
INITIAL VACATION MAINTAINED.....	7	1,835		32	2,666	48	5,313	2	19	14	601	17	800
One Week.....	4	168		30	2,514	35	1,292			14	601	13	441
Two Weeks.....	3	1,667		2	152	13	4,021	2	19			4	359
Total.....	14	3,098		115	33,958	155	24,679	12	883	24	4,943	34	2,940

(1) Two Mills employing 19 plant workers which did not report information on vacations with pay are not included in this table.

TABLE IIIa.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PRIMARY TEXTILES INDUSTRY,
OCTOBER 1951

Mills and Mill Workers by Industry

Number of Statutory Holidays Observed	Total Primary Textiles		Cotton Yarn and Broad Woven Goods		Woolen and Worsted Yarn and Woven Goods		Rayon, Nylon and Silk Textiles		Hosiery and Knit Goods	
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Less than 6.....	5	212	.....	.....	3	97	.....	.....	2	115
6.....	26	5,677	6	3,400	10	890	4	902	6	425
7.....	34	7,694	8	4,258	5	88	3	1,042	18	2,306
8.....	128	30,321	23	15,063	34	4,182	9	2,878	62	8,198
9.....	48	10,954	.....	.....	11	1,709	8	6,559	29	2,686
10.....	44	6,241	.....	.....	11	1,856	8	906	25	3,479
More than 10.....	13	1,538	2	230	2	239	3	295	6	774
Total.....	298	62,637	39	22,951	76	9,061	35	12,642	148	17,983
Number of Statutory Holidays Paid for Although Not Worked										
None.....	57	5,725	4	2,209	13	733	4	339	36	2,444
Less than 3.....	7	875	.....	.....	3	155	.....	.....	4	720
3.....	16	3,380	.....	.....	2	63	2	921	12	2,396
4.....	17	1,462	.....	.....	5	371	2	393	10	698
5.....	28	7,190	8	4,203	4	691	5	1,500	11	796
6.....	63	15,486	9	6,212	18	2,757	12	2,790	24	3,727
7.....	19	7,208	5	5,854	5	635	1	31	8	688
8.....	75	16,304	13	4,473	21	3,193	7	2,423	34	6,215
9.....	8	4,412	.....	.....	1	58	2	4,245	5	109
More than 9.....	6	541	.....	.....	3	371	.....	.....	3	170
No information.....	2	54	.....	.....	1	31	.....	.....	1	20
Total.....	298	62,637	39	22,951	76	9,061	35	12,642	148	17,983

**TABLE IIIb.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PRIMARY TEXTILES INDUSTRY,
OCTOBER 1951
Mills and Mill Workers by Region and City**

Number of Statutory Holidays Observed	By Region						By City						
	Atlantic Provinces		Quebec		Ontario		Western Provinces		Montreal		Toronto		
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	
Less than 6.....			4	187		1	25			2	115		
6.....	4	162	13	4,457		9	1,058			8	3,445		
7.....	4	1,675	8	1,479		20	4,408	2	132	3	390	5	616
8.....	4	735	18	12,424		104	17,131	2	31	1	116	21	1,889
9.....	1	363	23	8,470		19	1,772	5	349	3	148	5	414
10.....	2	165	38	5,445		1	260	3	371	4	148		
More than 10.....	1	17	11	1,496		1	25			3	581		
Total.....	16	3,117	115	33,958		155	24,679	12	883	24	4,913	31	2,940
Number of Statutory Holidays Paid for Although Not Worked													
None.....	7	289	27	4,401		23	1,035			6	313	7	281
Less than 3.....			3	710		4	165			1	552	3	140
3.....			10	2,992		5	232	1	156			2	85
4.....			12	1,180		5	282			4	117	1	29
5.....	4	1,709	11	1,519		13	3,932			1	104	1	15
6.....	2	450	34	11,727		26	3,170	1	139	8	3,540	2	356
7.....			6	5,870		10	1,194	3	141	2	275	2	300
8.....	3	669	4	1,002		65	14,571	3	62			15	1,719
9.....			3	4,303		4	98	1	11			1	12
More than 9.....			3	170				3	371	1	22		
No information.....			2	54						1	20		
Total.....	16	3,117	115	33,958		155	24,679	12	883	24	4,943	31	2,940

cents, and 15 per cent were paid for work on the night shift. Detailed information on shift differentials is as follows:—

Shift Differential	Number of Mill Workers	
	Afternoon Shift	Night Shift
<i>Cents per hour:</i>		
3 cents	1,264	..
4 cents	2,118	13
5 cents	2,300	1,218
6 to 9 cents.	40	938
10 cents	18	1,147
Other	14	..
<i>Per Cent:</i>		
5 per cent....	1,068	267
10 per cent....	64	748
15 per cent....	..	1,021
Other		
Differentials.	39	281
<hr/>		
Total receiving differentials.	6,925	5,633
No differential reported	4,398	553
<hr/>		
Total on shift work	11,323	6,186

Special Wage Clauses.—Adjustment of wages according to changes in the official cost-of-living index was reported by about one-fifth of the textile mills from which data were used in this analysis; these plants employed more than 15,000 workers. The amounts of adjustment and their frequency varied widely.

More than one-quarter of the mills, employing 29,000 plant workers, indicated provision for minimum call-in pay and about one-third of the plants (37,000 workers) reported minimum reporting pay. In the first case, a minimum number of hours' pay is guaranteed to any worker who may be called in to work outside his regular schedule. In the second case, a

minimum number of hours' pay is guaranteed to any worker who reports for his usual shift only to find that no work is available. Four hours' pay is the most common provision in both cases, as shown in the table at the bottom of the page.

Pensions and Welfare Schemes.—Seventy-two plants employing 36,140 mill workers reported pension plans in effect in 1951. Health and welfare insurance schemes were more common in the industry, 221 mills employing 56,787 workers having reported group sickness or accident insurance plans, although details are not available.

Job Training.—Some type of formal training, either at the semi-skilled and skilled level or for supervisory jobs, was in effect in about one-fifth of the textile mills at the time of the survey in October, 1951. Those receiving training numbered about 1,000 persons and the total employment in the plants having such provision was 27,661.

Industrial Safety.—Virtually all mills reported some provision for maintaining health, preventing accidents, or for treatment of sickness and injuries among their employees. The principal types of such facilities and the percentage of total plant employees covered by each are as follows:—

	Percentage of Total Employees Covered
Worker-Supervisor Safety Committee	33
Safety engineer	12
Employees trained in first aid...	56
Provision for recurring medical examinations	22
Full-time nurse	65
Full-time doctor	13

Extent of Guaranteed Pay	Minimum Call-in Pay (Outside Regular Hours)		Minimum Reporting Pay (Regular Hours)	
	Mills	Workers	Mills	Workers
1 hour	2	557	1	288
2 hours.....	10	2,654	26	5,344
3 hours.....	16	5,366	19	5,306
4 hours.....	40	20,698	71	26,008
No guarantee	135	20,882	153	19,204
No information	95	12,480	28	6,487
	298	62,637	298	62,637

Prices and the Cost of Living*

Cost-of-Living Index, April 1, 1952

For the third consecutive month, the Dominion Bureau of Statistics cost-of-living index declined 0.4 points, or 0.2 per cent, between March 1 and April 1, dropping from 189.1 to 188.7. The January, 1952, peak was 191.5.

Lower food prices were again the main contributor but clothing and home furnishings also accounted for part of the decrease. The food index moved from 241.7 to 240.2 as decreases were registered for practically all foods except fresh pork, oranges and vegetables. The largest drop was shown by beef, which decreased more than three cents per pound, while potatoes recorded a much larger than seasonal increase of nearly one cent per pound.

The index of clothing prices declined from 211.2 to 210.4 after decreases in items of both men's and women's woollen apparel. The home furnishings and services series declined only fractionally from 200.8 to 200.5 in response to scattered price changes.

An increase in the miscellaneous index from 146.9 to 147.9 mainly reflected higher sub-indices for automobile repairs and maintenance, street car fares and newspaper rates. Fuel and lighting costs remained steady at an index level of 152.5, while rents were not surveyed during April and the index remained unchanged at 146.3.

From August, 1939, to April, 1952, the percentage increase in the total index was 87.2.

City Indexes, March, 1952

Mainly as a result of substantial declines in food prices, cost-of-living indexes for eight of nine regional centres moved lower between February 1 and March 1. The index for St. John's, Newfoundland, moved against the trend to register an advance of 0.3 points to 104.0; a sharp rise in rents of 4.0 points to a level of 105.2¹ was responsible for the change.

Declines in foods, which occurred at all centres, reflected lower prices for meats, notably beef, fresh pork and bacon, and further seasonal weakness in eggs. Sugar, too, was down in all centres.

Clothing prices were lower at all cities; the decreases occurred mainly in men's and

women's topcoats and men's suits. Scattered increases in most sub-groups were responsible for generally higher city indexes for home furnishings and services. In addition, telephone charges were advanced in Toronto and Montreal.

Fuel and lighting indexes moved up in centres where domestic bituminous coal is used, while regionally higher costs for newspapers, magazines, theatre admissions and personal care items accounted for small upward changes in miscellaneous items indexes.

The quarterly survey of rents in March resulted in higher indexes for all centres except Saskatoon and Saint John, where the rent indexes remained unchanged.

Composite city cost-of-living index decreases between February 1 and March 1, 1952, were as follows: Edmonton, 2.0 points to 181.2; Montreal, 1.7 to 195.4; Toronto, 1.6 to 184.4; Saskatoon, 1.5 to 185.6; Winnipeg, 1.4 to 182.0; Saint John, 0.5 to 187.0; Halifax, 0.4 to 177.8; and Vancouver, 0.3 to 192.2. The index for St. John's, Newfoundland, moved up 0.3 points to 104.0¹ in the same interval.

Wholesale Prices, March, 1952

The eighth successive monthly drop in the Dominion Bureau of Statistics general index of wholesale prices occurred in March, when the index number dropped to 230.8 from 232.6 in February and 241.9 in the same month last year. The top figure of 243.7 was recorded in July last year.

The index number for Canadian farm product prices at terminal markets also moved downward in March to 248.3, from 251.2 in February and 272.9 in the same month last year. The index for the animal section dropped to 283.3 from 297.3 in February and 347.1 a year ago; but the field products group index climbed to 213.3 from 205.1 in February and 198.8 a year ago.

Largest decreases from March, 1951, occurred among textiles and animal products; the former dropped 22.2 per cent and the latter, 14.4 per cent. Vegetable and chemical product prices were slightly lower but there were increases in wood products, iron products, non-ferrous metals and non-metallic minerals.

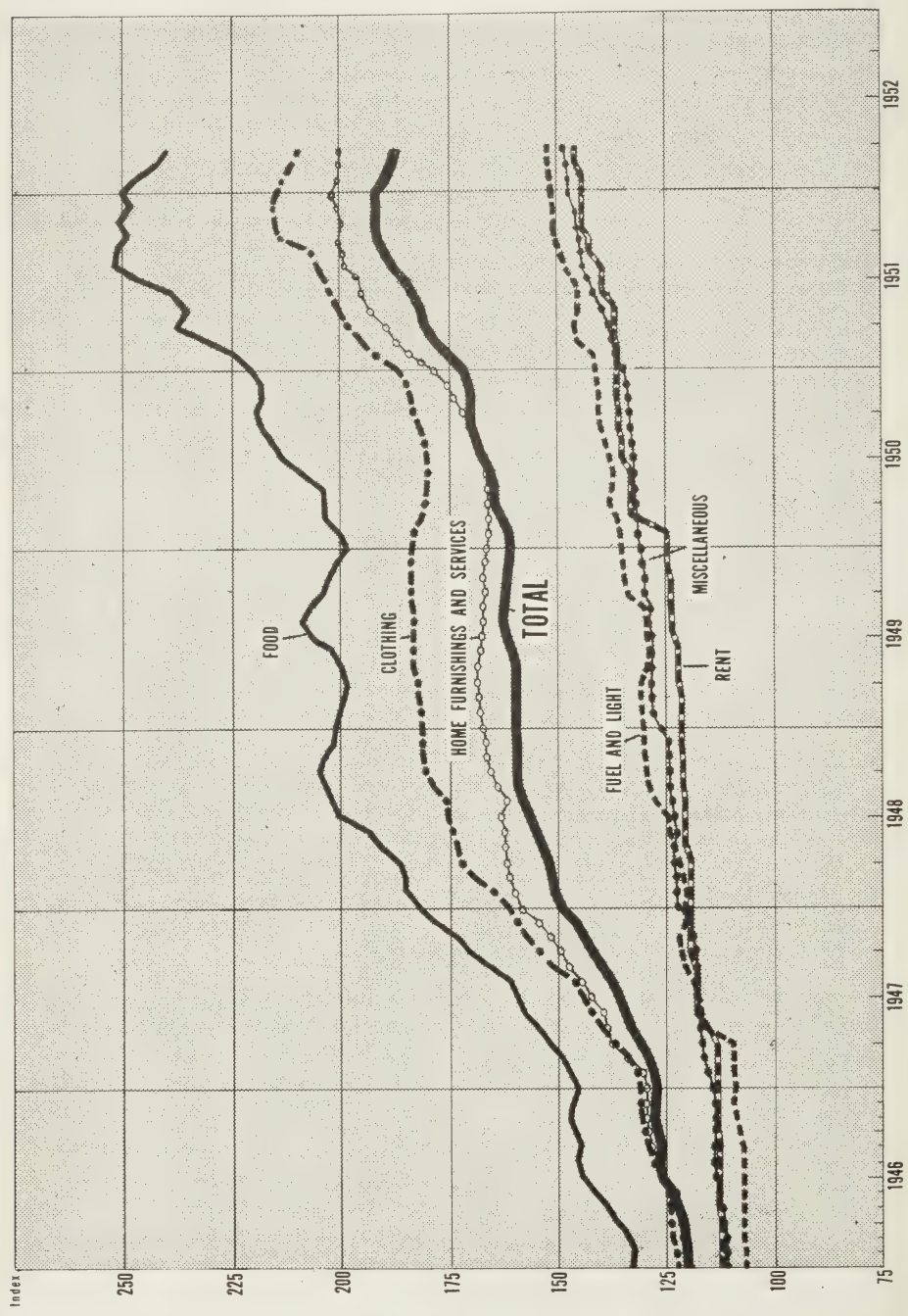
The index for textile product prices was 255.7 as against 328.5 in March last year; animal products, 259.1 (302.6); vegetable products, 218.2 (220.6); chemical products, 184.7 (184.8); wood products, 291.9

*See Tables F-1 to F-6 at end of book.

¹Index on the base June, 1951=100.

(288.4); iron products, 218.2 (201.5); non-ferrous metals, 179.1 (174.5); and non-metallic minerals, 174.4 (169.3).
The March index number for general building materials declined to 288.1 from

289.6 in February and 290.3 in March last year, while the composite index number for residential building materials dropped to 286.6 from 287.9 in February but moved up from 282.6 a year earlier.



Effect on Wages of the Recent Decline in Cost-of-Living Index

Recent decreases in the official cost-of-living index (from 191·5 to 188·7 between January 1 and April 1, a decline of 2·8 points) will have affected wage rates in many sections of Canadian industry as a result of the current widespread inclusion of escalator clauses in collective agreements. The provisions of such clauses, designed to link wages and changes in the cost-of-living index, were discussed in the December 1951 issue of the *LABOUR GAZETTE*, page 1633.

As pointed out in this article, there is a wide variety among the plans in the amount of wage change to be associated with any movement in the index. The most flexible formula provides a one-cent change in hourly wages for each one-point change in the index. For workers under this plan, a wage decrease of from two to three cents an hour would result from the drop in the index between January and April this year, depending on whether the formula provided wage adjustments for fractional changes in the index. A more common formula provides a one-cent change for each 1·3 points change in the index.

Workers under such a plan would be subject to a wage loss of two cents an hour.

In most plans, wage decreases are not immediately brought about by changes in the index. Adjustments are most often made quarterly, so that downward revisions in the index would only be translated into wage decreases in all the plans over a period of three months. Furthermore, some of the plans provide that adjustments will be made in wages only after a minimum change in the index and, where this minimum is three points or more, wages would not be affected by the recent cost-of-living changes.

Because of the variation in the escalator formulas, and also in their manner of application, it is not possible to make an exact statement of the effect on wages of the decline in the price index. The most recent survey made by the Department of Labour of the extent of such clauses in Canada showed that, of a sample of 1,601 agreements analysed, 332, or 20 per cent, had escalator clauses. The number of workers covered was 120,241 (*L.G.*, March, 1952, p. 270).

Strikes and Lockouts

Canada, March, 1952*

Time lost in labour-management disputes in March was greater than in the previous month and was substantially above the total for March, 1951. In March, 1952, two stoppages, one of bookbinders at Toronto, Ont., and the other of rayon factory workers at Louiseville, P.Q., accounted for almost 55 per cent of the total idleness.

Increased wages and related issues caused 20 stoppages and more than 90 per cent of the total loss. Four stoppages arose over suspension or dismissal of workers, one over reduced hours and one over causes affecting working conditions.

Preliminary figures for March, 1952, show 26 strikes and lockouts in existence, involving 5,204 workers, with a time loss of 65,502 man-working days, as compared with

22 strikes and lockouts in February, 1952, with 13,048 workers involved and a loss of 47,603 days. In March, 1951, there were 29 strikes and lockouts, involving 4,988 workers and a loss of 16,960 days.

For the first three months of 1952, preliminary figures show 44 strikes and lockouts, involving 21,032 workers, with a time loss of 188,325 man-working days. In the same period in 1951, there were 57 strikes and lockouts, with 15,538 workers involved and a loss of 54,051 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March, 1952, was 0·07 per cent of the estimated working time, as compared with 0·05 per cent in February, 1952; 0·02 per cent in March, 1951; 0·07 per cent for the first three months of 1952; and 0·02 per cent for the first three months of 1951.

*See Tables G-1 and G-2 at end of book.

Of the 26 strikes and lockouts in existence in March, 1952, one was settled in favour of the workers, one in favour of the employer, four were compromise settlements, and five were indefinite in result, work being resumed pending final settlement. At the end of the month 15 stoppages were recorded as untermiated.

The record does not include minor strikes such as are defined in another paragraph nor

does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; and handbag factory workers at Montreal, P.Q., on August 30, 1951.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1952, and in this article are taken, as far as possible, from the government publications of the countries concerned, or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in January, 1952, was 121 and three were still in progress from the previous month, making a total of 124 during the month. In all stoppages of work in progress, 26,100 workers were involved and a time loss of 79,000 working days caused.

Of the 121 disputes leading to stoppages of work which began in January, nine, directly involving 1,800 workers, arose out

of demands for advances in wages, and 42, directly involving 10,800 workers, on other wage questions; five, directly involving 1,000 workers, on questions as to working hours; 18, directly involving 3,200 workers, on questions respecting the employment of particular classes or persons; 46, directly involving 3,300 workers, on other questions respecting working arrangements; and one, directly involving 100 workers, on questions of trade union principle.

United States

Preliminary figures for February, 1952, show 350 work stoppages resulting from labour-management disputes beginning in the month in which 185,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,270,000 man-days. Corresponding figures for January, 1952, are 400 work stoppages involving 190,000 workers and a time loss of 1,250,000 days.

Selected Publications Recently Received in Library of Department of Labour

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 47.

Accident Prevention

1. **Brown, K. C.** *Prevention of the Propagation of Flame in Aluminium Dust Explosions; an Account of Some Ad Hoc Experiments on Aluminium Dust Explosions in a Narrow Duct*, by K. C. Brown and H. L. Williams. London, H.M.S.O., 1951. Pp. 16.

2. **Great Britain. Ministry of Labour and National Service. Committee on the Safeguarding of Milling Machines.** *Second Report*. London, H.M.S.O., 1951. Pp. 36.

Agriculture—Economic Aspects

3. **National Planning Association.** *Land Reform in Asia, a Case Study*, by C. Clyde

Mitchell. Prepared for the NPA Agriculture Committee on National Policy. Washington, 1952. Pp. 34.

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Civil Rights

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N.Y. Garment Manufacturer Urges Fair Standards Legislation in U.S.

Legislation similar in principle to Canadian Industrial Standards Acts should be passed by Congress to protect unionized shops against the "unfair competitive advantage enjoyed by non-union producers," Samuel A. Klein, Executive Director of the Industrial Council of Cloak, Suit and Skirt Manufacturers, has urged.

Deploing the trend to increasing non-union production in New York's garment industry, where 14 per cent of the total annual dollar volume is produced by non-union shops, Mr. Klein suggested that legislation be passed calling for fair labour standards that equal those in union contracts of the major producers.

A *New York Times* despatch quotes Mr. Klein as noting that there is ample precedent for such legislation. In England

the Wage Council Act provides for inclusive collective agreements and Canadian unions are protected against non-union competition by the Industrial Standards Acts, he pointed out.

Calling upon government assistance to protect union production and to stabilize such competitive industries as the garment trade, Mr. Klein said that there was "no choice" but to strive for a "workable and lasting panacea" for the union vs. non-union problem.

"We should have the vision and patience to explore all the avenues of possible relief," said Mr. Klein. Fifty-six non-union shops have recently been organized by the International Ladies Garment Workers' Union, he said, but government aid is still necessary to remedy the situation to a more effective degree.

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TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1952		1951	1950	1944	1939
	March	Feb.	Feb.	Feb.	Feb.	Feb.
Total Population*	0.000		14,009	13,845	11,975	11,267
Labour Force—						
Civilian labour force (1).....	0.000		5,210	†	†	†
Persons with jobs.....	0.000		5,110	†	†	†
Male.....	0.000		4,005	†	†	†
Female.....	0.000		1,105	†	†	†
Paid workers.....	0.000		3,800	†	†	†
Without jobs and seeking work.....	0.000		100	†	†	†
Index of employment (1939=100).....		177.9	172.3	158.3		
Immigration.....	No.		8,419	4,959	567	712
Adult males.....	No.		3,799	1,906	118	159
Earnings and Hours—						
Total labour income.....	\$000,000		733	634	†	†
Per capita weekly earnings.....	\$	52.94	47.87	43.87	†	†
Average hourly earnings, mfg.....		127.2	110.4	100.9	†	†
Average hours worked per week, mfg.....		41.5	42.9	42.3	†	†
Real weekly earnings, mfg. (2).....		114.4	111.9	109.3	†	†
National Employment Service—						
Live Applications for employment						
(1st of month) (3).....	0.000	370.9	362.8	300.0	375.6	71.4
Unfilled vacancies (1st of month) (3).....	0.000	25.3	23.7	35.8	18.4	144.4
Placements, weekly average.....	0.000		12.3	13.9	9.5	†
Unemployment insurance—						
Ordinary live claims (1st of month).....	0.000	(?)316.4	(?)318.5	(?)247.6	297.2	12.4
Balance in fund.....	\$000,000		778.2	659.4	587.8	182.6
Price Indexes—						
General wholesale (4).....		232.6	238.5	200.0	†	†
Cost-of-living index (4).....		189.1	190.8	175.2	118.9	100.7
Residential building materials (4).....			274.9	227.4	(5) 146.6	(5) 102.3
Production—						
Industrial production index (4).....		207.7	214.0	187.3	206.8	102.0
Mineral production index (4).....		168.4	157.6	144.2	115.3	111.1
Manufacturing index (4).....		212.1	224.3	195.5	228.0	99.9
Pig iron.....	000 tons	199.2	193.2	157.2	141.9	41.3
Steel ingots and castings.....	000 tons	305.9	281.4	258.1	229.9	77.2
Inspected slaughtering, cattle.....	0.000	71.6	77.9	93.7	93.8	54.7
hogs.....	0.000	499.8	339.6	350.7	933.9	245.0
Flour production.....	000,000 bbls.	1.81	1.98	1.61	2.09	1.04
Newsprint (5).....	000 tons	457.8	425.1	399.2	240.0	200.6
Cement producers' shipments.....	000,000 bbls.	1.18	0.96	0.79	(6) 0.20	(6) 0.12
Automobiles and trucks.....	0.000	32.5	40.6	30.1	13.9	14.3
Gold.....	000 fine oz.	352.7	347.1	349.3	257.6	391.0
Copper.....	000 tons	20.5	20.3	22.6	22.9	20.2
Lead.....	000 tons	11.0	12.0	10.9	14.9	13.2
Nickel.....	000 tons	10.7	9.6	9.6	11.2	8.8
Zinc.....	000 tons	27.5	25.2	22.4	23.3	12.6
Coal.....	000 tons	1,555	1,618	1,776	1,466	1,299
Crude petroleum.....	000,000 bbls.		2.80	1.95	.79	.36
Electric power.....	000,000 k.w.h.	4,970	4,378	3,780	3,298	2,214
Construction—						
Contracts awarded.....	\$000,000	108.7	121.7	64.8	16.2	11.3
Dwelling units started.....	0.000		3.0	2.7	†	†
completed.....	0.000		6.7	4.8	†	†
under construction.....	0.000		55.3	55.1	†	†
Distribution—						
Wholesale sales index, unadjusted (4).....		313.2	307.9	†	†	†
Retail trade.....	\$000,000		668.4	584.5		
Imports, excluding gold.....	\$000,000	282.1	274.2	200.2	138.4	40.4
Exports, excluding gold.....	\$000,000	309.7	233.9	199.5	227.2	57.6
Railways—						
Revenue freight, ton miles.....	000,000		4,582	4,044	5,024	1,923
cars loaded.....	0.000	316.3	294.3	281.8	281.0	159.7
Banking and Finance—						
Common stocks, index (4).....		177.6	179.5	166.5	118.3	82.0
Preferred stocks, index (5).....			160.6	169.3	153.0	118.6
Bond yields, Dominion, index (4).....		115.1	113.9	97.7	90.3	97.2
Cheques cashed, individual accounts.....	\$000,000	9,429	8,789	7,984	6,000	4,208
Bank loans, current public.....	\$000,000		2,788	2,736	2,182	955
Money supply.....	\$000,000		4,730	4,662	4,413	(5) 3,153
Circulating media in hands of public.....	\$000,000		1,199	1,169	1,143	(5) 855
Deposits.....	\$000,000		3,448	3,493	3,270	(5) 2,163

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

* Population figures given are as at June 1, 1951, 1950, 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force Survey figures given are as at Nov. 3, 1951. Estimates are based on the 1951 census. Previous estimates were based on the 1941 census. Estimates for previous surveys are omitted since they are not comparable with current data. Detailed figures will be found in tables A4-A7 of the February issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

(7) Includes supplementary benefit.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
Total, 1951.....	95,818	53,239	45,334	194,391
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,438	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA
BY OCCUPATIONS**

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951—									
January*	643	966	707	210	124	140	194	254	3,238
February	1,341	1,197	1,073	198	178	157	370	269	4,783
March	2,072	1,351	1,690	363	245	247	415	343	6,726
April	2,293	2,125	1,855	440	299	260	537	361	8,170
May	3,611	2,339	2,792	540	404	322	678	504	11,190
June	3,534	2,539	3,192	511	359	274	521	552	11,482
July	2,556	3,279	3,412	523	334	287	499	528	11,418
August	2,333	3,039	3,050	436	465	245	379	487	10,434
September	1,461	2,395	2,605	417	415	222	381	431	8,327
October	2,317	3,977	4,728	569	444	274	805	545	13,659
November	2,019	3,878	5,209	632	424	311	748	515	13,736
December	1,710	3,922	3,369	478	310	217	1,004	613	11,623

* Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transport- ation, Communi- cation, Storage Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1938—Average	21	59	9	56	58	5	208
1939—Average	23	62	8	58	59	5	215
1940—Average	26	78	11	63	60	6	244
1941—Average	29	106	16	73	66	8	298
1942—Average	30	142	18	80	71	10	353
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
1949—January	48	208	37	158	133	20	604
*1950—January	45	211	38	165	149	21	629
*1951—January	59	252	47	187	160	25	730
February	59	254	46	188	162	24	733
March	55	260	46	191	168	25	745
April	55	266	53	196	166	27	763
May	61	269	59	202	174	27	792
June	67	276	64	208	179	27	821
July	66	276	68	209	178	30	833
August	68	279	71	211	176	28	848
September	70	284	74	214	178	29	855
October	74	283	73	216	180	29	857
November	76	283	71	219	179	28	837
December	73	268	55	225	188	28	837
1952—January	71	281	59	212	181	29	833

* Includes Newfoundland.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,313,910.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Feb. 1, 1949.....	161.0	144.1	136.0	162.3	152.3	171.4	159.0	127.6	170.1	163.4
Feb. 1, 1950.....	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.0	185.7	165.5	134.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951.....	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951.....	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951.....	185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951.....	186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951.....	186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951.....	186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952.....	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....	177.9	183.4	150.8	185.7	169.0	187.6	169.1	142.9	201.6	180.5
Percentage Distribution of Employees of Reporting Establishments at February 1, 1952.	100.0	0.2	3.7	2.8	29.5	42.9	5.2	2.2	4.7	8.8

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
Feb. 1, 1949.....	161.0	294.2	182.5	42.77	173.8	334.7	192.7	43.91
Feb. 1, 1950.....	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.93
May 1, 1951.....	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.81
June 1, 1951.....	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951.....	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951.....	184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1, 1951.....	185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1, 1951.....	186.5	410.0	220.1	51.59	194.2	454.4	233.9	53.31
Nov. 1, 1951.....	186.4	413.4	222.1	52.05	190.8	451.4	236.5	53.89
Dec. 1, 1951.....	186.6	416.7	223.6	52.41	189.1	451.8	236.9	54.44
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.9	401.9	226.2	53.03	185.0	448.9	242.5	55.26

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)								
	EMPLOYMENT			PAYROLLS			Average Weekly Wages and Salaries		
	Feb. 1 1952	Jan. 1 1952	Feb. 1 1951	Feb. 1 1952	Jan. 1 1952	Feb. 1 1951	Feb. 1 1952	Jan. 1 1952	Feb. 1 1951
(a) PROVINCES							\$	\$	\$
Prince Edward Island.....	183.4	175.2	165.3	336.5	327.9	298.6	36.51	37.25	35.96
Nova Scotia.....	150.8	149.2	142.2	315.5	287.3	271.6	44.82	41.24	40.97
New Brunswick.....	185.7	190.7	179.3	419.4	419.7	368.5	45.79	44.61	41.56
Quebec.....	169.0	171.7	159.9	403.9	389.2	343.1	50.88	48.27	45.67
Ontario.....	187.6	190.3	185.6	424.6	406.6	379.5	55.39	52.35	50.07
Manitoba.....	169.1	173.0	165.5	333.1	334.2	298.1	50.64	49.66	46.35
Saskatchewan.....	142.9	152.1	134.9	292.8	305.3	249.9	49.68	48.67	44.89
Alberta.....	201.6	206.0	186.5	424.3	422.3	356.9	53.55	52.17	48.69
British Columbia.....	180.5	186.4	177.0	394.8	386.9	342.6	56.86	53.97	50.36
CANADA.....	177.9	181.0	172.3	401.9	388.8	351.5	53.03	50.42	47.87
(b) METROPOLITAN AREAS									
Sydney.....	111.2	111.2	.....	260.9	241.9	.....	52.44	48.62	.....
Halifax.....	218.9	216.8	192.5	403.8	375.8	308.9	43.20	40.60	37.64
Saint John.....	202.3	204.9	178.4	392.4	400.0	341.7	41.58	41.84	41.09
Quebec.....	145.1	149.0	142.6	326.6	320.1	301.0	41.96	40.03	39.29
Sherbrooke.....	167.1	161.1	166.9	383.5	349.6	352.6	44.55	42.12	41.00
Three Rivers.....	163.4	169.5	159.8	421.3	406.9	367.1	51.58	48.02	46.62
Drummondville.....	190.4	189.2	.....	496.5	473.1	.....	49.95	47.88	.....
Montreal.....	173.5	174.9	167.5	387.2	368.5	336.9	51.01	48.15	45.97
Ottawa—Hull.....	186.2	192.2	183.6	384.3	375.7	339.3	47.80	45.28	42.80
Peterborough.....	198.8	201.5	199.2	541.8	514.3	463.1	57.57	53.92	48.92
Oshawa.....	240.4	243.0	264.2	648.7	624.5	662.1	63.80	60.77	59.30
Niagara Falls.....	259.9	254.1	204.4	669.6	624.6	464.9	62.09	59.24	54.00
St. Catharines.....	235.3	233.9	225.2	617.8	561.0	531.6	64.46	58.88	57.98
Toronto.....	192.4	196.4	191.0	422.4	407.5	377.4	55.37	52.32	49.58
Hamilton.....	197.1	199.5	196.2	471.5	447.5	421.3	57.92	54.33	51.96
Brantford.....	207.8	203.3	210.0	566.1	517.2	487.1	56.57	52.84	48.22
Galt.....	148.3	145.3	154.4	358.6	322.7	339.5	49.61	45.58	45.27
Kitchener.....	166.7	167.9	180.3	397.6	355.6	390.7	50.69	45.00	46.90
Sudbury.....	180.6	182.2	155.4	395.8	400.2	319.2	65.85	65.96	61.89
London.....	184.1	185.3	191.1	391.9	373.7	369.6	50.40	47.75	45.78
Sarnia.....	291.5	295.4	265.9	680.6	620.6	497.9	64.71	58.24	60.28
Windsor.....	208.3	209.2	234.6	470.7	438.2	524.5	63.00	58.41	62.28
Sault Ste. Marie.....	221.7	223.2	206.1	519.7	497.9	419.2	65.91	59.29	54.52
Ft. William—Pt. Arthur.....	224.4	226.1	184.3	506.2	479.4	363.7	57.35	53.90	50.25
Winnipeg.....	168.9	171.5	168.1	333.0	329.1	298.3	48.03	46.75	43.15
Regina.....	158.9	169.6	155.8	329.8	347.5	286.7	47.02	46.41	41.58
Saskatoon.....	185.4	195.4	179.1	379.7	391.9	325.2	45.44	44.51	40.31
Edmonton.....	243.1	250.0	230.7	511.0	504.0	437.1	49.41	47.39	44.53
Calgary.....	211.3	216.4	193.2	417.5	419.1	343.3	51.03	50.03	45.85
Vancouver.....	195.2	197.7	195.9	420.1	405.5	375.3	53.92	51.39	48.07
Victoria.....	220.7	218.2	207.2	483.9	451.6	405.7	52.60	49.66	46.98
(c) INDUSTRIES									
Forestry (chiefly logging).....	237.4	288.4	248.3	813.0	859.5	609.0	51.47	51.60	42.45
Mining.....	121.1	120.2	114.9	267.8	252.5	233.1	63.62	60.42	58.22
Manufacturing.....	185.0	183.6	184.5	448.9	417.8	402.1	55.26	51.82	49.64
Durable goods ¹	234.5	233.8	226.9	574.9	532.1	497.4	59.55	55.29	53.23
Non-durable goods.....	153.0	151.2	156.9	358.1	335.4	332.9	51.01	48.35	46.27
Construction.....	157.2	167.0	145.1	453.3	410.4	359.8	54.13	46.14	46.56
Transportation, storage and communi- cation.....	178.6	181.3	165.0	345.0	353.0	302.7	55.26	55.73	52.55
Public utility operation.....	186.1	187.3	180.1	384.3	378.8	326.1	60.92	59.65	53.48
Trade.....	171.1	185.2	169.5	356.6	374.6	317.4	45.59	44.25	40.91
Finance, insurance and real estate.....	178.5	178.7	160.8	293.2	292.0	251.2	47.75	47.50	45.35
Service ²	176.4	178.1	173.3	355.1	351.2	327.1	33.39	32.69	30.97
Industrial composite.....	177.9	181.0	172.3	401.9	388.8	351.5	53.03	50.42	47.87

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Feb. 1, 1945.....	45.4	46.0	44.7	70.1	77.8	60.3
Feb. 1, 1946.....	44.1	44.4	43.8	68.1	75.2	61.3
Feb. 1, 1947.....	43.2	43.2	43.1	76.4	83.5	69.4
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951.....	41.8	42.1	41.5	123.5	133.3	113.0
Dec. 1, 1951.....	41.9	42.2	41.6	124.5	134.6	113.5
*Jan. 1, 1952.....	38.1	38.3	37.9	127.1	136.4	116.8
Feb. 1, 1952.....	41.5	41.8	41.1	127.2	137.5	115.8

* These averages were affected by loss of working time at the year-end holiday in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1952	Jan. 1, 1952	Feb. 1, 1951	Feb. 1, 1952	Jan. 1, 1952	Feb. 1, 1951
Newfoundland.....	42.1	39.3	41.7	125.5	127.9	106.0
Nova Scotia.....	41.2	37.5	42.6	113.7	114.6	95.3
New Brunswick.....	43.6	39.6	45.7	111.8	114.2	97.8
Quebec.....	43.1	39.4	44.7	113.8	114.1	98.1
Ontario.....	41.0	37.7	42.4	134.7	134.0	117.5
Manitoba.....	40.7	38.7	42.3	120.2	121.9	105.1
Saskatchewan.....	40.3	39.7	40.9	126.3	126.0	110.7
Alberta.....	40.0	39.0	41.6	127.3	125.9	110.2
British Columbia.....	37.7	34.0	38.1	157.3	156.5	132.5
Montreal.....	41.9	37.9	43.1	118.5	118.6	102.9
Toronto.....	39.4	36.8	41.3	136.0	131.6	115.2
Hamilton.....	39.8	36.7	40.7	146.9	147.4	128.8
Windsor.....	41.1	38.2	44.2	153.0	150.2	144.9
Winnipeg.....	40.2	38.3	42.0	118.7	120.3	104.2
Vancouver.....	37.3	32.9	37.6	153.7	151.2	129.8

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1952	Jan. 1 1952	Feb. 1 1951	Feb. 1 1952	Jan. 1 1952	Feb. 1 1951	Feb. 1 1952	Jan. 1 1952	Feb. 1 1951
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	43-1	40-2	44-1	140-6	142-6	127-7	60.60	57.33	56.32
Metal mining	44-5	42-5	45-4	142-0	145-1	128-1	63.19	61.67	58.16
Gold	46-0	43-5	46-5	127-0	128-0	116-3	59.18	55.68	54.08
Other metal	41-9	44-6	45-3	157-8	138-2	65.96	66.12	61.64	
Fuels	39-7	35-2	41-2	144-4	146-1	133-8	57.33	51.43	55.13
Coal	38-4	32-7	40-6	140-2	140-3	131-8	53.34	45.88	53.51
Oil and natural gas	45-4	45-9	44-0	159-6	163-5	142-5	72.46	75.05	62.70
Non-metal	45-4	42-3	45-8	125-6	124-5	111-3	57.02	52.66	50.98
Manufacturing	41-5	38-1	42-9	127-2	127-1	110-4	52.79	48.43	47.36
Food and beverages	41-0	39-0	42-3	108-2	109-3	95-5	44.36	42.63	40.40
Meat products	40-5	38-2	40-3	136-7	136-9	118-9	55.36	52.30	47.92
Canned and preserved fruits and vegetables	38-8	33-5	40-9	91-6	91-8	81-3	35.54	30.75	33.25
Grain mill products	43-2	40-9	44-7	117-4	116-9	104-4	50.72	47.81	46.67
Bread and other bakery products	44-1	44-0	44-2	96-5	96-7	86-1	42.56	42.55	38.06
Distilled and malt liquors	41-0	41-4	41-9	133-6	132-9	115-7	54.78	55.02	48.48
Tobacco and tobacco products	41-6	34-0	42-4	112-3	118-4	94-3	46.72	40.26	39.98
Rubber products	40-8	35-8	43-0	133-8	132-8	118-8	54.59	47.54	51.08
Leather products	40-1	34-8	41-6	89-7	89-4	82-4	35.97	31.11	34.28
Boots and shoes (except rubber)	40-2	34-5	41-4	86-5	85-4	79-8	34.77	29.46	33.04
Textile products (except clothing)	40-4	36-7	44-0	102-0	101-5	92-9	41.21	37.25	40.88
Cotton yarn and broad woven goods	36-3	34-0	43-1	101-4	100-2	97-9	36.81	34.07	42.19
Woolen goods	43-4	37-9	43-7	98-1	97-5	86-8	42.58	36.95	37.93
Rayon, nylon and silk textiles	44-7	40-7	46-5	105-7	107-5	92-5	47.25	43.35	43.01
Clothing (textile and fur)	37-4	31-1	39-3	90-9	90-2	82-9	34.00	28.05	32.58
Men's clothing	36-6	31-5	39-4	88-1	88-8	81-4	32.24	27.97	32.07
Women's clothing	36-6	26-6	37-3	95-8	93-9	87-6	35.06	24.98	32.67
Knit goods	38-1	33-4	41-1	92-6	90-7	81-1	35.56	30.29	33.33
*Wood products	41-1	35-6	42-4	114-8	113-6	99-7	47.18	40.44	42.27
Saw and planing mills	39-9	34-3	41-2	125-1	123-9	106-8	49.91	42.50	44.00
Furniture	42-2	37-2	43-7	102-3	101-4	92-7	43.17	37.72	40.51
Other wood products	43-7	38-2	45-4	96-2	95-2	82-6	42.04	36.37	37.50
Paper products	45-8	43-4	46-8	140-4	140-8	119-9	64.30	61.11	56.11
Pulp and paper mills	47-1	45-2	48-3	149-3	150-0	128-2	70.32	67.80	61.92
Other paper products	41-9	38-0	42-8	107-7	108-5	95-5	46.38	41.23	40.87
Printing, publishing and allied industries	39-5	38-1	42-0	139-5	139-5	126-0	55.10	53.15	50.65
*Iron and steel products	42-3	38-7	42-5	142-4	140-0	122-0	60.24	54.18	51.85
Agricultural implements	39-9	34-7	38-7	160-1	155-8	132-0	63.88	54.06	51.08
Fabricated and structural steel	43-9	38-8	42-2	145-9	140-6	126-0	64.05	54.55	53.17
Hardware and tools	42-8	39-1	43-1	128-8	126-4	107-7	55.13	49.42	46.42
Heating and cooking appliances	39-8	36-8	41-6	123-6	122-9	110-9	49.19	45.23	46.13
Iron castings	42-3	37-5	44-2	138-4	135-5	122-8	58.54	50.81	54.28
Machinery manufacturing	43-9	40-8	44-0	133-6	131-5	115-4	58.65	53.65	50.78
Primary iron and steel	42-1	40-6	41-9	156-5	154-7	134-2	65.89	62.81	56.23
Sheet metal products	40-8	35-8	42-1	132-6	131-7	113-2	54.18	47.15	47.66
*Transportation equipment	41-4	38-8	44-5	143-3	142-9	128-7	59.33	55.45	57.27
Aircraft and parts	42-8	39-9	48-2	142-9	139-7	121-9	61.16	55.74	58.76
Motor vehicles	42-0	39-5	44-8	155-9	153-5	148-5	65.48	60.63	66.53
Motor vehicle parts and accessories	41-2	34-4	43-7	149-2	147-5	131-2	61.47	50.74	57.33
Railroad and rolling stock equipment	40-0	40-0	44-4	139-0	140-8	118-2	55.60	56.32	52.48
Shipbuilding and repairing	42-4	38-0	41-7	134-4	135-8	115-9	56.99	51.60	48.33
*Non-ferrous metal products	41-8	39-9	43-6	142-2	142-4	119-9	59.44	56.82	52.28
Aluminum products	43-7	41-6	43-3	129-5	131-2	109-6	56.59	54.58	47.46
Brass and copper products	42-6	39-4	43-9	131-5	129-4	116-5	56.02	50.98	51.14
Smelting and refining	41-1	41-3	44-3	157-5	157-2	130-9	64.73	64.92	57.99
*Electrical apparatus and supplies	41-4	37-4	41-6	138-8	137-0	120-4	57.46	51.24	50.09
Heavy electrical machinery and equipment	41-5	40-4	41-5	155-3	154-9	137-5	64.45	62.58	57.06
*Non-metallic mineral products	44-4	40-8	45-4	126-0	125-8	108-3	55.94	51.33	49.17
Clay products	44-5	42-0	45-8	119-1	117-1	102-5	53.00	49.18	46.95
Glass and glass products	46-1	42-9	45-5	121-8	121-5	106-2	56.15	52.12	48.32
Products of petroleum and coal	40-9	41-2	40-4	162-7	164-1	140-1	66.54	67.61	56.60
Chemical products	42-2	41-2	43-4	130-0	128-0	112-0	54.86	52.74	48.61
Medicinal and pharmaceutical preparations	41-4	40-5	41-4	104-8	100-6	90-9	43.39	40.74	37.63
Acids, alkalis and salts	42-7	42-7	45-9	151-2	148-4	127-5	64.56	64.85	58.52
Miscellaneous manufacturing industries	41-1	38-2	41-3	103-0	101-7	93-2	42.33	38.85	38.49
Durable goods	41-8	38-3	43-1	137-5	136-4	119-0	57.48	52.24	51.29
Non-durable goods	41-1	37-9	42-6	115-8	116-8	101-2	47.59	44.27	43.11
Construction	41-4	35-4	40-1	128-9	123-9	113-5	53.36	43.86	45.51
Buildings and structures	40-6	32-3	39-2	138-7	136-2	121-2	56.31	43.99	47.51
Highway, bridges and street construction	43-4	42-4	42-5	102-4	101-0	93-1	44.44	42.82	39.57
Electric and motor transportation	44-8	44-9	45-0	123-5	123-4	110-7	55.33	55.41	49.82
Service	42-6	41-1	42-9	71-7	71-8	67-7	30.54	29.73	29.04
Hotels and restaurants	43-6	43-6	43-9	71-1	71-1	67-3	31.00	31.00	29.54
Laundries and dry cleaning plants	41-2	37-0	41-3	69-5	69-6	65-9	28.63	25.75	27.22

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Week Preceding:						
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951.....	41.9	124.5	52.17	174.7	154.6	113.0
January 1, 1952.....	41.7*	127.1	53.01*	177.5	154.9	114.6
February 1, 1952 ⁽¹⁾	41.5	127.2	52.79	176.7	154.4	114.4

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: April 1, 1951, 42.2 hours, \$47.60; January 1, 1952, 38.1 hours, \$48.43.

⁽¹⁾ Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1946.....	46,552	36,195	82,747	217,491	48,937	266,428
April 1, 1947.....	43,010	38,725	81,735	145,906	35,448	181,354
April 1, 1948.....	20,475	17,800	38,275	150,032	43,767	193,799
April 1, 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
April 1, 1950.....	11,967	12,032	23,999	349,098	79,193	428,291
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
Sept. 1, 1951.....	43,519	15,966	59,485	79,619	47,509	127,128
Oct. 1, 1951.....	52,438	16,170	68,608	79,975	51,003	130,978
Nov. 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
Dec. 1, 1951.....	29,953	9,094	39,027	138,946	69,050	207,996
Jan. 1, 1952.....	22,229	7,735	29,964	196,528	70,053	266,581
Feb. 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952 ⁽¹⁾	16,960	12,563	29,523	303,109	81,741	384,850

⁽¹⁾ Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
FEBRUARY 28, 1952**

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From	
				Jan. 31 1952	March 1 1951
Agriculture, fishing, trapping.....	599	211	810	+ 270	+ 10
Logging—					
Pulpwood.....	1,646	4	1,650	— 1,609	— 7,290
Lumber.....	432	7	439	— 267	— 1,050
Other logging.....	112	.....	112	+ 24	+ 66
Total.....	2,190	11	2,201	— 1,852	— 8,274
Mining—					
Coal.....	203	1	204	— 121	+ 86
Metallic ores—					
Iron.....	120	.....	120	+ 58	+ 30
Gold.....	64	2	66	+ 21	— 85
Nickel.....	156	.....	156	+ 90	— 8
Other metallic ores and non-metallic minerals.....	152	7	159	+ 68	+ 84
Prospecting and oil producing.....	85	20	105	— 1	+ 45
Total.....	780	30	810	+ 115	+ 152
Manufacturing—					
Food and kindred products (inc. tobacco).....	357	244	601	+ 102	+ 39
Textiles, apparel, etc.....	286	1,509	1,795	+ 250	— 1,097
Lumber and finished lumber products.....	407	45	452	+ 153	— 211
Pulp and paper products (inc. printing).....	210	114	324	+ 50	— 162
Chemicals and allied products.....	127	74	201	— 28	— 146
Petroleum and coal products.....	31	8	39	+ 4	— 23
Rubber products.....	33	21	54	— 8	— 48
Leather and leather products.....	63	149	212	+ 58	— 85
Stone, clay and glass products.....	58	32	90	+ 9	— 49
Iron and steel and products.....	499	55	554	+ 70	— 206
Non-ferrous metals and products.....	129	44	173	+ 21	— 204
Machinery.....	429	42	471	— 17	— 397
Electrical equipment and products.....	189	64	253	— 247	— 211
Transportation equipment and other manufacturing.....	1,231	123	1,354	+ 324	+ 239
Total.....	4,049	2,524	6,573	+ 741	— 2,561
Construction.....	1,810	58	1,868	+ 154	+ 532
Transportation and storage.....	1,190	89	1,279	+ 674	+ 247
Communications, and other public utilities.....	193	166	359	+ 15	— 117
Trade—					
Wholesale.....	541	339	880	+ 115	— 389
Retail.....	993	1,168	2,161	+ 412	— 566
Total.....	1,534	1,507	3,041	+ 527	— 955
Finance, insurance, real estate.....	713	589	1,302	— 13	— 528
Service—					
Public.....	824	458	1,282	+ 340	— 225
Domestic.....	33	2,169	2,202	+ 137	— 410
Personal.....	593	2,019	2,612	+ 359	— 200
Other service.....	620	382	1,002	+ 177	+ 2
Total.....	2,070	5,028	7,098	+ 1,013	— 833
All Industries.....	15,128	10,213	25,341	+ 1,644	— 12,327

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATIONS AND BY SEX, FEBRUARY 28, 1952 (a)
(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,120	452	1,572	4,583	1,037	5,620
Clerical workers.....	1,272	2,919	4,191	8,681	15,783	24,464
Sales workers.....	1,291	772	2,063	4,945	11,220	16,165
Personal and domestic service workers...	526	3,750	4,276	19,287	15,491	34,778
Seamen.....	64	1	65	5,278	85	5,363
Agriculture and fishing.....	751	2	753	2,652	1,060	3,712
Skilled and semiskilled workers.....	7,451	1,884	9,335	119,907	20,941	140,848
Food and kindred products (inc. tobacco).....	39	33	72	2,044	1,288	3,332
Textiles, clothing, etc.....	140	1,468	1,608	3,716	11,737	15,453
Lumber and wood products.....	2,154	.....	2,154	12,860	176	13,036
Pulp, paper (inc. printing).....	40	23	63	945	602	1,547
Leather and leather products.....	2	113	155	1,408	731	2,139
Stone, clay and glass products.....	9	1	10	546	80	626
Metalworking.....	1,649	20	1,669	8,453	974	9,427
Electrical.....	219	9	228	1,565	1,073	2,638
Transportation equipment.....	42	.....	42	607	91	698
Mining.....	285	.....	285	1,080	.....	1,080
Construction.....	716	.....	716	46,656	6	46,662
Transportation (except seamen).....	606	13	619	16,557	78	16,635
Communications and public utility.....	39	.....	39	513	1	514
Trade and service.....	123	126	249	2,223	1,533	3,756
Other skilled and semiskilled.....	1,153	48	1,201	12,455	2,193	14,648
Foremen.....	74	7	81	2,924	233	3,157
Apprentices.....	121	23	144	5,355	145	5,500
Unskilled workers.....	2,654	429	3,083	120,121	19,870	139,991
Food and tobacco.....	62	185	247	3,842	5,118	8,960
Lumber and lumber products.....	236	9	245	7,544	372	7,916
Metalworking.....	87	3	90	4,083	675	4,758
Construction.....	498	.....	498	27,447	1	27,448
Other unskilled workers.....	1,771	232	2,003	77,205	13,704	90,909
Total.....	15,129	10,209	25,338	285,454	85,487	370,941

(a) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF FEBRUARY, 1952
(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	407	292	235
Logging.....	1,262	1,246	888
Mining.....	441	503	197
Manufacturing—			
Food and kindred products (inc. tobacco).....	445	507	312
Textiles, apparel, etc.....	1,142	1,102	740
Lumber and finished lumber products.....	562	587	451
Pulp and paper products (inc. printing).....	270	294	196
Chemicals and allied products.....	156	193	124
Petroleum and coal products.....	25	34	16
Rubber products.....	36	40	27
Leather and leather products.....	173	178	120
Stone, clay and glass products.....	98	117	79
Iron and steel and products.....	281	297	208
Non-ferrous metals and products.....	156	229	107
Machinery.....	289	307	200
Electrical equipment and products.....	152	186	103
Transportation equipment and other manufacturing.....	675	623	435
Total.....	4,460	4,694	3,118
Construction.....	1,917	2,033	1,561
Transportation and storage.....	1,356	1,274	985
Communications, and other public utilities.....	207	237	157
Trade.....	2,192	2,676	1,517
Finance, insurance, real estate.....	345	415	202
Service.....	4,913	5,020	3,439
All Industries.....	17,500	18,390	12,299

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS FEBRUARY 1 TO FEBRUARY 28, 1952; UNPLACED APPLICANTS AS AT MARCH 20, 1952

(Source: Form UIC 751)

Office	Vacancies		Applicants					Unplaced as at March 20, 1952
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Newfoundland.....	623	400	3,626	506	256	7	11,147	11,746
Corner Brook.....	132	111	499	31	21	3	1,479	1,613
Grand Falls.....	55	40	418	29	11	4	1,278	1,488
St. John's.....	436	249	2,709	446	224	.....	8,390	8,645
Prince Edward Island.....	410	195	818	386	228	102	2,863	2,932
Charlottetown.....	220	148	431	222	139	46	1,759	1,825
Summerside.....	190	47	387	164	89	56	1,104	1,107
Nova Scotia.....	2,967	1,181	7,072	3,175	1,370	965	17,873	18,783
Amherst.....	93	.....	219	94	63	30	607	603
Bridgewater.....	98	48	254	135	10	44	891	1,024
Halifax.....	1,780	876	2,694	1,768	788	586	3,649	3,683
Inverness.....	18	1	134	18	16	.....	738	816
Kentville.....	71	77	554	95	20	4	1,975	2,132
Liverpool.....	28	8	107	19	11	6	385	400
New Glasgow.....	378	28	1,013	448	262	105	2,209	2,213
Springhill.....	12	3	104	16	7	.....	342	537
Sydney.....	369	106	1,131	395	139	140	3,951	3,984
Truro.....	64	24	323	127	43	5	768	967
Yarmouth-Shelburne.....	56	10	539	60	11	45	2,358	2,424
New Brunswick.....	3,583	1,465	7,536	3,471	1,152	1,469	15,068	18,127
Bathurst.....	39	8	802	43	13	19	2,213	2,870
Campbellton.....	110	123	608	171	41	71	1,320	1,782
Edmundston.....	209	18	608	199	64	100	947	1,455
Fredericton.....	251	71	560	235	81	120	824	1,028
Minto.....	168	72	286	205	79	88	482	728
Moncton.....	1,669	676	2,090	1,496	277	817	4,657	4,973
Newcastle.....	189	13	714	216	59	114	1,326	1,763
Saint John.....	615	325	1,225	598	402	69	1,576	1,516
St. Stephen.....	148	97	237	150	58	35	864	1,099
Sussex.....	155	59	147	130	68	22	257	359
Woodstock.....	30	3	259	28	10	14	602	645
Quebec.....	19,942	7,738	50,342	20,482	12,349	1,417	115,256	128,196
Asbestos.....	163	148	295	85	42	.....	618	683
Beauharnois.....	32	6	208	39	27	.....	750	751
Buckingham.....	55	6	262	60	44	1	785	935
Causapscal.....	49	99	345	55	14	18	630	1,122
Chandler.....	259	124	537	322	30	135	1,210	1,864
Chicoutimi.....	243	172	821	200	114	15	882	1,642
Dolbeau.....	190	46	233	140	59	3	220	708
Drummondville.....	138	18	760	149	107	6	2,390	2,531
Farnham.....	47	26	320	32	29	.....	886	836
Gaspé.....	471	5	203	16	21	.....	699	966
Granby.....	157	19	495	211	144	.....	1,832	1,697
Hull.....	252	105	1,081	262	171	20	2,628	2,744
Joliette.....	312	112	1,044	436	181	45	2,190	2,731
Jonquière.....	230	117	778	420	159	34	1,019	1,392
Lachute.....	82	5	238	87	70	4	592	609
La Malbaie.....	72	3	970	65	6	57	2,071	2,766
La Tuque.....	311	43	932	201	346	.....	487	507
Levis.....	376	214	987	346	306	33	2,192	2,598
Maniwaki.....	3	2	81	4	3	.....	130	403
Matane.....	177	278	632	247	149	.....	1,144	1,833
Mégantic.....	210	44	448	187	162	.....	622	874
Mont-Laurier.....	44	22	228	59	32	.....	297	578
Montmagny.....	38	12	280	48	30	1	1,056	1,483
Montréal.....	9,264	3,275	17,976	9,176	5,531	530	42,912	41,873
New Richmond.....	572	465	501	337	168	.....	878	1,179
Port Alfred.....	60	1	421	45	43	.....	751	1,133
Quebec.....	1,180	549	4,429	1,817	602	122	11,867	12,821
Rimouski.....	173	305	843	301	263	.....	1,803	2,754
Rivière du Loup.....	407	3	854	378	252	105	1,758	2,937
Roberval.....	19	21	156	50	9	1	235	550
Rouyn.....	215	68	656	245	130	30	897	1,260
Ste. Agathe.....	113	12	378	110	95	6	721	857
Ste. Anne de Bellevue.....	151	9	378	149	137	.....	906	1,338
Ste. Therese.....	126	29	390	132	98	.....	1,499	1,886
St. Georges de Beauce.....	142	192	740	187	90	3	1,408	1,552
St. Hyacinthe.....	168	116	494	203	145	7	1,159	1,672
St. Jean.....	222	64	446	251	141	1	1,668	809
St. Jerome.....	162	38	741	146	113	2	600	1,466
St. Joseph d'Alma.....	750	110	821	640	277	75	3,154	4,024
Shawinigan Falls.....	216	18	1,529	277	103	72	3,549	3,535
Sherbrooke.....	600	137	1,402	648	379	.....	1,400	1,442
Sorel.....	207	254	395	178	122	4	.....	.....

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS FEBRUARY 1 TO FEBRUARY 28, 1952; UNPLACED APPLICANTS AS AT MARCH 20, 1952—Continued

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at March 20, 1952
					Regular	Casual		
Quebec—Concluded								
Thetford Mines.....	184	41	627	215	150	3	1,044	1,105
Three Rivers.....	273	79	1,862	491	162	61	5,534	6,623
Val d'Or.....	371	147	590	343	277	1	559	847
Valleyfield.....	225	59	737	241	176	2	2,273	1,609
Victoriaville.....	231	120	798	251	142	11	1,504	1,678
Ontario	21,834	7,752	54,144	22,575	13,126	2,491	116,094	116,244
Arnprior.....	47	10	90	54	49	.....	282	293
Barrie.....	398	93	461	356	287	10	968	904
Belleville.....	93	62	437	102	51	15	977	1,034
Bracebridge.....	84	5	272	109	90	.....	719	953
Brampton.....	100	38	252	102	80	2	487	512
Brantford.....	363	67	870	418	303	12	2,086	2,038
Brockville.....	82	22	257	76	49	9	395	337
Carleton Place.....	5	2	107	5	5	.....	424	420
Chatham.....	137	51	603	175	73	25	1,942	1,739
Cobourg.....	141	6	230	183	121	19	599	582
Collingwood.....	90	22	178	87	68	14	653	645
Cornwall.....	268	51	859	307	227	33	2,759	2,813
Fort Erie.....	23	8	101	20	19	.....	209	230
Fort Frances.....	112	153	150	78	64	1	237	307
Fort William.....	344	92	807	338	239	13	1,340	1,710
Galt.....	176	85	361	137	85	20	991	1,040
Gananoque.....	58	1	115	65	53	5	251	231
Goderich.....	76	49	70	65	31	1	349	334
Guelph.....	171	94	442	166	83	3	1,572	1,174
Hamilton.....	1,238	363	4,132	1,848	617	378	9,203	8,745
Hawkesbury.....	50	15	259	65	41	1	929	948
Ingersoll.....	73	27	191	95	49	2	441	457
Kapuskasing.....	108	39	173	98	67	2	160	231
Kenora.....	81	14	158	88	76	.....	285	319
Kingston.....	429	152	658	493	301	31	1,065	943
Kirkland Lake.....	282	97	325	180	226	20	596	628
Kitchener-Waterloo.....	442	114	787	582	307	35	2,298	2,184
Leamington.....	62	15	211	94	52	2	709	621
Lindsay.....	63	20	175	65	54	3	563	606
Listowel.....	40	35	168	26	11	2	353	389
London.....	872	561	2,128	935	429	142	3,803	3,625
Midland.....	86	42	183	65	70	3	959	770
Napanee.....	16	4	193	23	14	.....	614	661
New Toronto.....	443	59	969	453	357	28	2,184	1,980
Niagara Falls.....	361	34	790	333	229	56	1,420	1,310
North Bay.....	475	75	920	617	248	169	818	1,017
Orillia.....	102	10	248	111	79	16	876	818
Oshawa.....	261	81	1,224	280	132	76	3,146	3,145
Ottawa.....	1,505	692	2,337	1,391	688	264	3,905	4,093
Owen Sound.....	218	22	436	279	182	19	1,547	1,435
Parry Sound.....	26	1	164	25	25	.....	448	407
Pembroke.....	285	84	382	225	208	3	683	781
Perth.....	84	53	151	86	42	24	410	445
Peterborough.....	133	33	786	146	90	6	2,245	2,220
Pictou.....	14	1	110	17	14	.....	498	475
Port Arthur.....	353	106	1,155	375	276	4	1,723	2,493
Port Colborne.....	24	25	178	22	14	1	642	642
Prescott.....	87	15	247	101	87	.....	554	670
Renfrew.....	65	3	217	56	58	2	500	487
St. Catharines.....	310	81	1,129	295	190	38	2,595	2,499
St. Thomas.....	184	30	456	287	119	25	746	823
Sarnia.....	211	52	556	268	154	19	1,361	1,278
Sault Ste. Marie.....	331	83	576	310	242	25	921	1,027
Simcoe.....	47	20	344	52	20	5	853	1,058
Sioux-Lookout.....	116	9	149	131	75	19	87	100
Smiths Falls.....	54	16	175	50	28	7	380	374
Stratford.....	193	60	381	198	69	48	733	708
Sturgeon Falls.....	88	4	278	88	84	.....	384	758
Sudbury.....	535	216	1,410	548	253	97	2,027	2,426
Timmins.....	410	85	859	513	299	43	1,002	1,162
Toronto.....	6,300	2,594	15,722	5,807	3,354	570	31,844	32,119
Troutville.....	85	8	333	111	76	5	843	772
Walkerton.....	52	14	200	102	46	.....	620	611
Wallaceburg.....	133	12	321	177	113	.....	1,053	1,032
Welland.....	475	132	763	484	355	9	1,848	1,699
Weston.....	447	266	542	282	202	.....	860	826
Windsor.....	740	325	3,017	794	387	102	6,604	5,660
Woodstock.....	77	42	216	61	50	8	486	511

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS FEBRUARY 1 TO FEBRUARY 28, 1952: UNPLACED APPLICANTS AS AT MARCH 20, 1952—Concluded
(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at March 20, 1952
					Regular	Casual		
Manitoba	4,058	2,029	9,286	4,076	1,781	935	18,280	18,424
Brandon.....	337	225	790	286	183	26	1,207	1,272
Dauphin.....	99	73	274	47	26	6	689	677
Flin Flon.....	246	171	122	68	113	3	135	140
Portage la Prairie.....	188	54	348	180	150	2	793	795
The Pas.....	41	27	78	41	26		106	90
Winnipeg.....	3,147	1,479	7,674	3,454	1,283	898	15,350	15,450
Saskatchewan	2,264	1,035	4,846	2,283	1,206	382	11,318	11,045
Estevan.....	55	13	111	84	44	5	282	284
Moose Jaw.....	233	128	588	246	122	32	1,125	1,160
North Battleford.....	106	83	223	88	69	2	731	733
Prince Albert.....	205	43	540	218	146	32	1,264	1,233
Regina.....	820	256	1,422	807	447	169	2,755	2,621
Saskatoon.....	568	306	1,248	608	225	124	2,783	2,720
Swift Current.....	60	47	27	56	41		786	763
Teachers' Office (a).....	18	26	27	3	2		27	55
Weyburn.....	85	56	117	60	46	4	265	265
Yorkton.....	114	77	334	113	64	14	1,300	1,211
Alberta	6,659	3,740	9,551	8,224	3,522	819	14,891	14,770
Blairmore.....	41	89	131	30	26	1	255	264
Calgary.....	2,216	668	3,407	2,646	1,246	385	4,858	4,780
Drumheller.....	71	11	136	65	65		194	230
Edmonton.....	3,342	2,454	4,468	4,820	1,569	387	6,401	6,514
Edson.....	403	182	258	320	324		117	138
Lethbridge.....	335	208	664	241	133	39	1,988	1,786
Medicine Hat.....	98	36	241	112	74	5	590	574
Red Deer.....	123	63	231	80	68	2	466	457
Yellowknife.....	30	29	15		17		22	27
British Columbia	7,661	2,249	18,658	8,380	4,895	712	50,079	43,378
Chilliwack.....	214	25	367	276	176	26	2,195	1,677
Courtenay.....	195	119	324	142	110	16	1,115	624
Cranbrook.....	52	10	228	69	41	1	599	596
Dawson Creek.....	141	14	190	140	138		198	191
Duncan.....	265	44	377	294	218	4	1,166	885
Kamloops.....	93	11	273	98	85		793	763
Kelowna.....	86	13	398	103	21	57	1,414	1,353
Nanaimo.....	262	22	522	263	202	30	1,409	769
Nelson.....	149	25	307	183	132	3	1,119	1,136
New Westminster.....	453	81	2,002	472	317	78	6,412	5,470
Penticton.....	212	8	256	210	149	57	1,457	1,357
Port Alberni.....	289	22	270	298	272	3	455	349
Prince George.....	501	67	893	633	451	17	694	629
Prince Rupert.....	226	55	371	213	181		895	907
Princeton.....	27	2	44	28	25		161	133
Trail.....	234	26	526	239	194	9	900	960
Vancouver.....	3,054	1,047	9,256	3,781	1,583	344	24,514	21,273
Vernon.....	100	43	386	86	65		1,497	1,484
Victoria.....	678	303	1,487	741	412	67	2,951	2,701
Whitehorse.....	430	312	181	111	123		135	121
Canada	70,001	27,784	165,879	73,558	39,895	9,299	372,869	383,645
Males.....	44,454	17,373	121,117	45,859	26,544	5,680	286,547	300,167
Females.....	25,547	10,411	44,762	27,699	13,351	3,619	86,322	83,478

(a) Statistics for the Province of Saskatchewan.

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES
(Source: Form UIC 751)
1942-1952

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	429,577	1,619,223	497,916	214,424	712,340
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.... (9 weeks).....	322,620	115,392	438,012	74,496	38,505	113,001

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS' BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of February, 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	6,060	3,523	125,143	350,837
Prince Edward Island.....	1,727	783	39,596	99,404
Nova Scotia.....	11,131	5,442	233,762	620,907
New Brunswick.....	8,295	3,730	164,356	435,153
Quebec.....	70,274	33,602	1,654,715	4,345,951
Ontario.....	73,943	31,841	1,637,866	4,368,449
Manitoba.....	11,953	5,314	285,990	757,520
Saskatchewan.....	6,449	3,249	163,851	438,714
Alberta.....	9,319	4,578	211,123	589,393
British Columbia.....	28,970	15,618	749,622	2,156,284
Total, Canada, February, 1952.....	228,121	107,680	5,266,024	14,162,612
Total, Canada, January, 1952.....	216,882	154,294	5,036,971	13,433,917
Total, Canada, February, 1951.....	158,045	79,421	3,853,024	9,589,561

* Week containing last day of the month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY
NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF
FEBRUARY 29, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	9,576	1,801	545	1,230	3,066	1,806	1,128
Male.....	9,306	1,766	488	1,190	2,995	1,775	1,092
Female.....	270	35	57	40	71	31	36
Prince Edward Island.....	2,377	274	108	271	825	526	373
Male.....	2,040	241	92	225	711	479	292
Female.....	337	33	16	46	114	47	81
Nova Scotia.....	15,954	2,380	1,237	2,430	4,813	2,704	2,390
Male.....	13,801	2,112	1,073	2,114	4,172	2,384	1,946
Female.....	2,153	268	164	316	641	320	444
New Brunswick.....	14,681	2,906	1,046	2,236	3,645	2,763	2,085
Male.....	12,282	2,651	875	1,833	3,008	2,344	1,571
Female.....	2,399	255	171	403	637	419	514
Quebec.....	114,973	21,345	9,691	17,980	26,989	20,559	18,409
Male.....	88,088	17,120	7,485	14,311	20,841	16,254	12,077
Female.....	26,885	4,225	2,206	3,669	6,148	4,305	6,332
Ontario.....	112,577	21,563	10,649	18,087	28,550	16,427	17,301
Male.....	82,321	16,205	7,333	13,138	21,580	12,697	11,368
Female.....	30,256	5,358	3,316	4,949	6,970	3,730	5,933
Manitoba.....	16,862	2,440	1,061	2,023	4,153	3,242	3,943
Male.....	12,580	1,752	707	1,407	3,057	2,684	2,973
Female.....	4,282	688	354	616	1,096	558	970
Saskatchewan.....	9,662	1,200	541	1,374	2,938	2,016	1,593
Male.....	7,982	971	424	1,138	2,403	1,776	1,270
Female.....	1,680	229	117	236	535	240	323
Alberta.....	14,501	3,745	1,192	2,074	3,548	2,003	1,939
Male.....	12,168	3,387	1,023	1,682	2,813	1,775	1,488
Female.....	2,333	358	169	392	735	228	451
British Columbia.....	39,642	5,049	2,508	5,129	10,970	8,408	7,578
Male.....	31,526	3,907	1,933	3,889	8,830	7,152	5,815
Female.....	8,116	1,142	575	1,240	2,140	1,256	1,763
TOTAL.....	350,805	62,703	28,578	52,834	89,497	60,454	56,739
MALE.....	272,094	50,112	21,433	40,927	70,410	49,320	39,892
FEMALE.....	78,711	12,591	7,145	11,907	19,087	11,134	16,847

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,270	3,958	312	4,627	2,585	2,042	1,722
Prince Edward Island.....	759	660	99	822	468	354	184
Nova Scotia.....	6,460	5,121	1,339	7,027	4,619	2,408	1,613
New Brunswick.....	5,945	4,784	1,161	5,466	3,369	2,097	2,154
Quebec.....	46,808	36,372	10,436	47,853	33,222	14,631	15,206
Ontario.....	44,081	33,564	10,517	49,142	33,607	15,535	10,530
Manitoba.....	6,753	5,204	1,549	6,953	4,351	2,602	1,165
Saskatchewan.....	3,879	3,256	623	4,197	2,448	1,749	1,689
Alberta.....	6,022	4,786	1,236	6,452	4,397	2,055	1,751
British Columbia.....	15,409	11,997	3,412	18,392	12,308	6,084	2,642
Total Canada, February, 1952.....	140,386 ¹	109,702	30,684	150,931 ²	101,374	49,557	37,656
Total Canada, January, 1952.....	212,293	162,834	49,459	226,771	165,759	61,012	48,201
Total Canada, February, 1951.....	109,709	85,472	24,237	120,000	77,080	42,920	28,195

¹ In addition, revised claims received numbered 21,466. ² In addition, 21,286 revised claims were adjudicated. Of these, 1,811 were special requests not granted, and 1,040 were appeals by claimants. There were 2,657 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of February 1952 ¹	Month of January 1952	Month of February 1951
Claims Disallowed			
Regular.....	39,282	45,842	33,602
Supplementary Benefit.....	11,535	13,857	8,383
Claimants Disqualified			
Not unemployed.....	3,489	5,746	3,496
Not capable of and not available for work.....	1,818	1,410	1,357
Loss of work due to a labour dispute.....	317	2,929	135
Refused offer of work and neglected opportunity to work.....	1,171	841	1,548
Discharged for misconduct.....	923	853	837
Voluntarily left employment without just cause.....	5,911	5,200	5,757
Other reasons ²	2,648	2,904	2,443
Total.....	67,094	79,582	57,558

¹ Includes 4,740 revised claims, disqualified.

² These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ¹
1951—January.....	2,941,000	2,750,900	190,100 ²
February.....	2,962,000	2,714,400	247,600 ²
March.....	2,972,000	2,782,200	243,800 ²
April.....	2,989,000	2,804,200	184,800
May.....	2,971,000	2,834,200	136,800
June.....	2,998,000	2,909,100	88,900
July.....	3,051,000	2,964,500	86,500
August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,006,200	99,800
December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100 ²

¹ Ordinary claimants on the live unemployment register on the last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO FEBRUARY 29, 1952

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Balance in Fund
	Employer and Employee	Government				Ordinary	Supplementary	
1942.....	\$ 36,435,600 05	7,287,121 81	\$	\$ 269,268 74	\$ 43,991,999 60	\$ 27,752 92	\$	\$ 43,964,246 68
1943.....	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	114,011,029 83
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,072,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,629,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 15	109,803,333 89	34,947,020 32	.....	34,947,020 32
1949.....	93,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,635,737 27	85,006,136 24	818,065 89	85,824,202 13
1951.....	128,744,248 84	27,536,133 16	34,650 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29
April.....	12,706,464 04	2,554,175 40	2,940 50	1,395,726 42	16,719,306 36	7,835,188 13	703,592 27	8,538,780 40
May.....	12,813,439 84	2,565,469 04	2,920 00	1,473,147 56	16,854,976 44	5,655,192 59	17,490 63	5,672,683 22
June.....	11,676,138 56	2,335,280 26	3,865 86	1,441,346 24	15,456,630 92	3,509,335 48	5,222 50	3,514,557 98
July.....	12,160,180 78	2,429,023 02	2,310 18	1,636,114 72	16,227,628 70	3,423,587 51	277 50	3,423,865 01
August.....	16,250,200 38	3,250,330 55	1,526 29	1,444,871 98	20,946,929 20	3,669,971 00	968 70	3,670,940 30
September.....	12,571,402 73	2,514,429 84	1,669 80	1,550,336 36	16,038,038 73	3,453,730 63	1,740 50	3,455,471 03
October.....	12,209,022 36	2,443,216 70	5,250 00	1,601,462 43	16,258,351 49	3,896,155 78	cr.531 55	3,895,024 23
November.....	13,654,777 67	2,729,876 91	3,439 12	1,631,900 98	18,019,994 68	5,103,844 61	cr.69 30	5,103,775 31
December.....	11,842,689 18	2,402,986 90	2,323 16	1,717,421 53	15,965,420 77	6,920,010 73	cr.132 45	6,919,878 28
January.....	12,436,899 05	2,490,978 03	3,845 43	1,736,241 25	16,667,963 76	13,428,044 02	578,487 57	14,006,531 59
February.....	*13,300,704 56	2,657,353 55	1,318 19	1,669,440 97	17,028,817 27	14,157,756 49	1,408,376 00	15,566,132 49
Sub-Total.....	141,681,919 15	28,373,120 20	31,408 53	17,298,210 44	187,384,655 32	71,052,817 47	2,715,422 37	73,768,239 84
Total.....	915,212,499 87	1184,876,076 96	107,605 02	94,918,854 15	1,195,115,036 00	406,454,312 93	10,463,927 80	416,918,240 73
								Total \$13,300,704.56.

*Stamps \$0.453,750.96 Meter \$1,677,304.26 Arm Serv. \$303,996.25 Sp. Force \$3,516.08 Reg. Force \$340.48

†Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,828,700.80.

‡ Includes prepayment by F.O. of \$1,000.000.

**TABLE E-7.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT,
FROM FEBRUARY, 1942**

(THIS TABLE APPEARS QUARTERLY; MARCH, JUNE,
SEPTEMBER AND DECEMBER)

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, FEBRUARY, 1952

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only				Persons Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Con- sidered	Entitled to Benefit		Not Entitled to Benefit			
		Class 1	Class 2				
Newfoundland.....	1,587	431	381	986	756	18,146	37,552
Prince Edward Island.....	329	212	68	115	267	6,395	10,570
Nova Scotia.....	2,050	1,087	460	664	1,669	45,829	85,313
New Brunswick.....	1,747	886	376	578	1,000	24,315	44,494
Quebec.....	11,523	5,837	2,400	3,295	7,414	204,393	388,760
Ontario.....	12,643	5,493	2,917	4,137	7,867	216,695	442,769
Manitoba.....	2,211	1,163	351	636	1,483	45,398	91,027
Saskatchewan.....	1,468	838	209	466	949	24,365	49,208
Alberta.....	1,627	710	327	577	990	26,207	55,398
British Columbia.....	4,936	3,129	814	1,291	3,424	94,347	203,354
Total February, 1952.....	40,121	19,786	8,303	12,745	25,819	706,090	1,408,445
Total February, 1951 ¹	34,346	16,064	7,613	9,925	21,124	580,265	1,093,565

¹In 1951, an additional 125 claimants were entitled under classes 3 and 4.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	141.6	112.6	132.1
1947.....	34.4	135.0	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.9	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.
† Commodities in the cost-of-living index including rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF MARCH, 1952

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	March 1, 1951	Feb. 1, 1952	March 1, 1952						
St. John's, Nfld.(1).....	103.7	104.0	104.3	105.2	107.0	105.1	103.0	101.5	
Halifax.....	167.1	177.8	234.1	126.1	152.5	225.2	184.1	138.6	
Saint John.....	174.8	187.5	237.8	126.1	146.9	232.5	194.0	152.8	
Montreal.....	184.3	197.1	259.6	148.7	145.0	198.0	206.6	142.5	
Toronto.....	176.4	186.0	229.6	152.4	172.5	211.1	195.3	144.9	
Winnipeg.....	173.6	183.4	243.7	133.6	131.1	208.6	202.0	139.7	
Saskatoon.....	177.8	187.1	244.2	132.3	158.6	220.1	207.1	134.6	
Edmonton.....	172.8	183.2	248.2	124.2	121.8	220.8	192.8	140.4	
Vancouver.....	179.2	192.5	252.5	134.0	176.9	224.8	195.6	147.9	

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base, June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: Aug. 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	March 1949	March 1950	March 1951	Feb. 1952	March 1952	Price March 1952
Beef, sirloin steak.....	lb.	120.7	154.8	244.8	268.9	346.8	376.7	352.8	99.2
Beef, round steak.....	lb.	125.7	167.9	274.3	299.5	386.6	420.5	397.1	94.9
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	277.0	300.2	382.0	412.4	392.0	90.3
Beef, blade rib, blade removed.....	lb.	132.7	162.3	296.9	320.7	436.4	480.8	452.4	73.3
Beef, stewing, boneless.....	lb.	136.7	168.3	331.7	359.8	497.5	559.1	527.6	72.0
Veal, front roll, boneless.....	lb.	139.3	174.0	320.7	335.8	436.0	493.0	475.7	82.6
Lamb, leg roast.....	lb.	109.9	152.8	248.2	267.2	310.6	339.6	333.3	95.2
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	225.9	224.7	257.6	232.4	219.9	58.3
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	253.0	237.8	306.9	274.3	258.5	49.1
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	142.5	228.6	222.7	217.1	209.4	198.3	75.0
Lard, pure, package.....	lb.	151.3	159.6	228.1	188.3	283.7	218.1	187.6	20.9
Shortening, package.....	lb.	134.7	137.5	248.6	213.2	263.8	239.0	232.1	33.6
Eggs, grade "A", large, carton.....	doz.	156.4	181.3	173.5	158.8	208.0	169.2	165.7	51.8
Milk.....	qt.	111.0	95.4	162.4	166.1	175.2	190.8	191.7	20.9
Butter, creamery, pints.....	lb.	140.5	148.0	267.0	239.6	252.8	268.6	266.0	72.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	230.5	223.7	240.2	262.5	263.3	35.3
Bread, plain, white, wrapped.....	lb.	106.5	106.3	152.4	165.1	183.9	191.8	191.8	12.2
Flour, all-purpose.....	lb.	127.3	124.2	187.9	221.2	224.2	230.2	230.2	7.7
Rolled Oats, package.....	lb.	112.0	114.0	153.6	166.0	197.7	199.2	197.7	13.1
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	162.0	163.0	177.1	192.1	192.1	17.9
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	213.2	173.3	206.5	285.5	289.2	31.1
Peas, 20 oz.....	tin	117.5	121.7	148.3	145.7	152.4	167.3	168.0	21.5
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	185.8	172.8	176.6	191.1	192.0	21.2
Beans, dry.....	lb.	129.4	133.3	268.6	243.0	293.3	299.3	297.3	14.8
Onions, cooking.....	lb.	108.2	126.5	128.6	177.5	122.8	209.6	224.7	11.9
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	144.5	154.5	132.0	279.6	281.9	63.4
Prunes, bulk or in bag.....	lb.	115.8	120.2	181.6	200.0	240.7	247.7	245.1	28.2
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	127.2	129.8	151.3	175.2	174.5	26.3
Oranges, California.....	doz.	132.5	154.3	134.5	161.9	164.1	148.9	143.4	39.6
Lemons.....	$\frac{1}{2}$ doz.	111.3	148.6	137.8	165.4	176.5	180.8	180.2	29.4
Jam, strawberry, 16 oz.....	jar	111.3	115.1	149.2	146.1	164.3	167.7	167.7	29.5
Peaches, 15 oz.....	tin	101.5	106.1	144.2	140.6	150.1	155.3	154.7	23.5
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	144.3	141.4	151.1	159.1	159.1	21.7
Corn Syrup, 2 lb.....	tin	138.0	157.7	182.2	176.9	196.2	209.4	210.0	36.4
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	158.6	164.8	191.7	202.7	199.5	12.8
Sugar, yellow, in branded package.....	lb.	131.3	134.9	155.6	169.8	199.6	213.6	212.0	13.7
Coffee, medium quality, in bag.....	lb.	141.6	131.7	188.2	258.4	306.9	314.7	315.0	108.7
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	175.9	177.2	183.7	186.8	187.2	54.4

* Descriptions and Units of Sale Apply to March 1952 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast), per lb.	Fresh shoulder, hook- off, per lb.	
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	119.0		89.8	76.6				77.5	75.6	78.2
P.E.I.—			a	a	a					
2—Charlottetown.....	101.2	90.8	84.0	71.0	66.0			54.4	49.0	
Nova Scotia—			a	a						
3—Halifax.....	104.4	97.2	83.7	73.7	74.8	68.5	90.9	58.5	50.4	77.9
4—Sydney.....	103.0	92.3	81.3	78.2	72.1		87.3	61.1	50.6	77.5
New Brunswick—			a							
5—Moncton.....	104.6	95.5	91.9	75.2	73.2			58.0	51.4	73.1
6—Saint John.....	103.9	95.1	88.9	74.6	74.2	75.0	90.0	62.6	52.6	82.4
Quebec—										
7—Chicoutimi.....	123.0	117.0		71.4	66.8		111.2	58.5	53.8	79.2
8—Montreal.....	109.9	105.0	96.5	73.6	71.2	80.1	96.6	57.0	47.0	67.5
9—Quebec.....	106.0	103.3	89.5	69.1	66.9	87.5	95.0	50.0	41.0	68.3
10—Sherbrooke.....	106.6	105.8	93.1	72.7	72.2	88.0		59.9	49.6	77.5
11—Sorel.....	104.4	101.0	88.6	70.8	62.1	90.0	101.0	53.3	46.7	71.5
12—Three Rivers.....	115.4	104.4	86.5	68.2	63.1			55.6	46.2	71.3
Ontario—										
13—Cornwall.....	88.0	87.0	89.3	67.1	72.6			53.2	46.3	67.6
14—Fort William.....	96.6	94.6	86.3	75.6	76.4			60.2		75.2
15—Hamilton.....	97.4	93.9	92.2	75.1	73.3	83.1	93.8	59.8	44.7	71.5
16—London.....	94.6	92.5	91.8	75.7	74.5		97.2	59.6	44.9	72.5
17—North Bay.....	91.0	90.2	87.2	71.7	70.5		95.8	57.9	48.2	73.8
18—Ottawa.....	98.2	95.5	94.8	77.4	75.4		94.8	60.1	47.5	68.8
19—Sault Ste. Marie.....	92.6	92.6	85.4	71.9	75.8			62.6	50.6	72.4
20—Sudbury.....	90.0	89.1	81.6	69.7	72.9	78.7		55.7	52.7	67.8
21—Timmins.....	95.3	94.0	90.0	74.8	73.0	86.0		57.3	45.7	74.4
22—Toronto.....	95.4	91.9	94.4	76.2	72.5	81.2	93.4	57.6	41.8	69.8
23—Windsor.....	91.6	88.4	87.1	70.7	74.3		89.4	59.8	44.1	68.6
Manitoba—										
24—Brandon.....	93.7	89.7			68.3			53.3		75.8
25—Winnipeg.....	96.2	91.5	92.0	72.6	70.6	77.5	91.4	56.2	52.1	75.8
Saskatchewan—										
26—Moose Jaw.....	90.4	95.8	86.9	70.3	69.1	76.7	95.4	60.6	48.3	74.5
27—Regina.....	91.5	87.0	86.9	70.9	72.2	86.2	94.9	55.1	49.5	77.6
28—Saskatoon.....	82.9	82.2	84.3	66.5	71.1		88.0	53.2	49.3	73.0
Alberta—										
29—Calgary.....	93.2	89.2	93.8	78.7	70.9	84.7	93.1	56.8	54.5	77.6
30—Drumheller.....	87.6	88.4	86.2	73.0	68.6			61.7	52.0	81.8
31—Edmonton.....	90.9	87.4	90.2	64.9	69.3	84.2	89.2	53.6	46.3	78.8
British Columbia—										
32—Prince Rupert.....	113.0	106.7	100.0		78.3		106.7	64.3	64.3	91.3
33—Trail.....	108.3	100.5	106.4	80.6	79.2		104.5	69.2	59.0	89.4
34—Vancouver.....	112.6	99.4	103.2	83.2	80.4	89.7	95.0	66.4	54.9	83.2
35—Victoria.....	114.2	104.8	106.4	79.4	83.3	90.0	104.2	66.3	52.4	83.2

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½-lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose per lb.	Rolled oats, package, per lb.	Corn flakes, 8-oz. package
	cts.	cts.	cts. f g	cts. h	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....		38.8	68.3	32.0		35.5	11.3	8.7	15.5	20.0
P.E.I.—										
2—Charlottetown.....	21.4	34.3	48.7	17.0	75.9	37.1	11.3	8.2	12.2	19.0
Nova Scotia—										
3—Halifax.....	21.6	33.6	51.9	20.5	76.9	36.0	12.0	8.2	14.3	18.5
4—Sydney.....	19.2	33.4	55.8	22.0	78.2	37.3	12.8	8.4	13.8	19.0
New Brunswick—										
5—Moncton.....	22.2	33.9	52.7	20.0	76.0	35.2	12.0	8.4	14.1	18.4
6—Saint John.....	22.7	34.4	56.3	21.0	77.2	36.2	12.7	8.2	13.8	18.5
Quebec—										
7—Chicoutimi.....	25.1	36.8	58.0	20.0	72.0	37.0	13.6	8.4		19.0
8—Montreal.....	19.1	33.1	53.7	20.0	71.0	34.8	12.0	7.5	13.1	17.2
9—Quebec.....	18.4	33.5	54.7	19.0	71.3	35.6	11.5	7.5	13.6	17.7
10—Sherbrooke.....	26.2	34.2	55.8	20.0	71.4	35.2	11.6	8.0	13.3	18.2
11—Sorel.....	18.2	33.0	52.2	19.0	70.8	33.9	12.0	7.6	13.5	17.4
12—Three Rivers.....	19.7	32.8	53.6	19.0	69.5	34.6	10.7	7.5	13.8	17.3
Ontario—										
13—Cornwall.....	17.8	32.1	51.3	19.0	72.2	35.0	10.7	7.4	13.5	18.0
14—Fort William.....	20.7	32.1	53.3	23.0	69.8	36.6	12.7	7.1	12.7	18.4
15—Hamilton.....	20.0	32.8	50.2	22.0	72.5	34.6	11.3	7.7	13.1	17.1
16—London.....	22.6	33.1	47.4	21.0	72.6	34.3	11.3	7.8	13.2	17.4
17—North Bay.....	23.8	33.6	52.6	22.0	73.1	34.4	12.0	7.9	14.5	18.2
18—Ottawa.....	19.6	33.9	52.8	22.0	73.4	35.4	12.0	7.8	13.4	17.2
19—Sault Ste. Marie.....	23.4	33.8	55.4	23.0	73.5	34.7	13.3	7.8	13.5	18.2
20—Sudbury.....	21.2	33.4	53.8	23.0	73.4	34.5	12.0	8.0	13.8	18.1
21—Timmins.....	20.9	32.2	52.2	25.0	72.6	34.6	12.0	7.9	13.2	18.2
22—Toronto.....	19.8	32.7	50.4	22.0	72.7	33.9	11.3	7.6	12.5	17.5
23—Windsor.....	20.6	33.2	49.6	21.0	72.9	34.3	11.3	8.1	13.6	17.4
Manitoba—										
24—Brandon.....	19.4	33.0	47.7	19.0	69.8	35.2	12.4	7.5	12.8	18.2
25—Winnipeg.....	18.3	31.2	48.3	20.0	69.2	35.4	14.0	7.1	12.2	17.7
Saskatchewan—										
26—Moose Jaw.....	18.6	33.1	45.0	19.7	69.4	34.9	12.8	7.1	12.3	17.8
27—Regina.....	19.3	33.9	46.9	20.0	68.9	36.2	12.8	7.3	12.7	18.8
28—Saskatoon.....	18.2	33.9	46.8	19.0	69.9	34.9	12.0	7.1	12.2	16.7
Alberta—										
29—Calgary.....	20.2	34.4	50.0	21.0	70.7	34.1	12.8	7.2	12.6	17.9
30—Drumheller.....	20.6	36.7	47.7	22.0	71.8	36.0	12.8	7.6	13.2	18.1
31—Edmonton.....	21.1	34.1	47.0	20.0	71.9	35.1	12.0	7.1	12.4	17.6
British Columbia—										
32—Prince Rupert.....	25.1	33.2	55.7	31.0	74.4	36.2	15.0	8.1	13.2	18.9
33—Trail.....	24.5	38.9	56.5	25.0	72.9	36.2	16.0	7.5	12.5	18.4
34—Vancouver.....	22.1	32.5	53.8	22.0	73.7	35.2	14.9	7.4	12.2	17.1
35—Victoria.....	22.2	32.7	57.6	24.0	73.5	35.8	14.9	7.6	12.2	17.7

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 300's, per 1/2 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 24's (28 oz.), per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	32.7	23.5	24.1	13.8	12.7	70.5	27.8	27.4	47.4	.....	62.0
P.E.I.—							k	n			
2—Charlottetown.....	28.4	22.0	22.4	15.1	11.9	49.4	27.4	28.4	44.7	34.0	56.2
Nova Scotia—							k	k			
3—Halifax.....	30.8	22.2	22.0	16.1	12.2	60.6	28.3	26.4	39.6	28.5	54.5
4—Sydney.....	33.5	21.3	22.2	14.0	12.1	60.4	30.7	27.6	38.7	32.5	56.2
New Brunswick—								k			
5—Moncton.....	29.6	21.3	20.2	14.6	13.0	56.1	27.1	25.9	41.4	30.3	54.6
6—Saint John.....	30.6	21.2	20.7	15.4	12.2	58.7	27.7	28.7	42.6	32.1	54.7
Quebec—											
7—Chicoutimi.....	30.4	22.9	21.0	.....	16.0	66.0	.....	.....	42.9	30.2	61.7
8—Montreal.....	28.5	19.1	20.2	14.8	12.8	59.3	k 29.9	k 24.5	37.5	24.8	51.6
9—Quebec.....	30.7	21.1	18.5	13.7	12.6	57.4	27.4	27.3	36.9	28.0	55.4
10—Sherbrooke.....	30.2	21.5	20.8	14.1	12.1	64.2	29.6	26.6	40.5	26.8	54.8
11—Sorel.....	28.6	19.1	19.1	13.6	12.7	61.9	27.4	23.8	40.2	.....	50.3
12—Three Rivers.....	29.0	20.3	19.6	13.2	11.9	59.7	28.3	25.1	36.3	27.7	53.1
Ontario—							k				
13—Cornwall.....	29.2	20.6	19.4	13.1	11.1	62.7	29.4	24.0	37.5	29.0	51.2
14—Fort William.....	31.4	21.2	19.1	15.7	12.1	70.3	k 27.9	n 25.8	39.6	30.1	55.3
15—Hamilton.....	30.8	20.1	19.1	16.2	11.0	62.7	k 29.6	n 25.5	38.4	29.3	50.5
16—London.....	29.8	20.8	19.8	14.8	11.5	61.8	k 28.1	n 24.4	36.0	28.2	49.4
17—North Bay.....	.....	22.2	.....	12.6	10.3	67.6	.....	26.5	38.7	27.2	53.6
18—Ottawa.....	30.0	21.1	19.8	13.5	11.5	62.0	k 28.5	n 27.3	39.0	27.5	49.6
19—Sault Ste. Marie.....	30.1	21.0	20.2	13.8	11.1	68.8	i 31.1	24.2	37.8	31.1	53.1
20—Sudbury.....	32.3	21.8	20.0	13.3	10.8	69.0	28.2	k 26.4	42.0	29.5	53.4
21—Timmins.....	32.0	22.2	19.8	14.2	11.3	70.1	28.0	n 25.4	42.3	33.5	54.9
22—Toronto.....	29.6	20.0	19.0	16.5	12.1	66.7	k 27.7	k 25.0	33.6	26.6	49.2
23—Windsor.....	26.4	20.8	19.8	14.8	10.4	63.8	j 29.0	n 24.3	38.4	29.0	52.0
Manitoba—							k				t
24—Brandon.....	32.9	23.1	21.9	16.0	12.3	64.4	29.7	29.7	43.8	26.9	68.3
25—Winnipeg.....	31.6	22.0	20.4	15.5	11.8	57.5	k 27.9	k 26.9	41.7	p 25.8	66.3
Saskatchewan—							k	k			t
26—Moose Jaw.....	33.8	22.0	22.6	13.8	12.3	63.5	28.3	27.9	39.0	32.2	72.0
27—Regina.....	34.5	21.8	23.7	15.1	12.0	59.6	k 26.5	k 29.6	40.8	32.9	73.8
28—Saskatoon.....	31.5	22.5	23.4	15.8	13.1	56.2	k 28.8	k 28.5	41.1	35.3	70.4
Alberta—							k				t
29—Calgary.....	33.2	21.2	22.9	15.4	12.6	73.4	28.2	27.0	39.6	31.1	69.8
30—Drumheller.....	36.5	20.2	23.7	15.6	11.7	71.9	k 26.0	k 27.4	37.8	30.9	74.7
31—Edmonton.....	34.3	21.1	23.5	15.0	12.7	55.2	k 28.4	k 26.8	41.4	27.2	71.0
British Columbia—											t
32—Prince Rupert.....	33.0	m 20.2	m 20.1	16.9	11.6	74.6	27.3	26.6	42.0	26.4	69.4
33—Trail.....	34.0	22.0	.....	17.4	12.2	69.4	k 28.7	n 26.3	44.4	34.7	70.4
34—Vancouver.....	30.5	m 19.5	m 18.9	15.4	10.5	71.1	k 25.1	23.2	37.2	p 21.5	63.3
35—Victoria.....	30.8	m 18.8	19.0	17.0	10.0	70.8	26.8	26.4	32.1	p 21.4	69.0

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

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Locality	Peaches, choice, per lb. oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
1—St. John's.....	48.9	49.8	42.6	13.0	.....	v 116.8	w 59.9	.....	22.46
P.E.I.—									
2—Charlottetown.....	23.7	45.4	39.0	13.0	12.8	v 120.0	51.8	.....	17.00
Nova Scotia—									
3—Halifax.....	24.0	44.9	37.5	11.7	12.9	v 115.2	51.8	.....	19.00
4—Sydney.....	23.6	49.5	38.0	12.9	13.9	v 117.9	51.3	.....	13.35
New Brunswick—									
5—Moncton.....	23.7	42.2	37.7	12.3	13.2	v 113.4	51.4	.....	18.50
6—Saint John.....	22.8	45.8	37.4	12.2	12.6	v 114.5	52.6	.....	19.50
Quebec—									
7—Chicoutimi.....	.....	53.8	38.1	12.6	12.9	121.2	59.1	28.18	.....
8—Montreal.....	22.8	43.1	34.2	11.4	12.3	109.6	56.4	28.55	.....
9—Quebec.....	22.1	47.8	35.8	11.8	12.0	113.7	57.2	26.50	.....
10—Sherbrooke.....	23.1	42.1	35.3	11.8	12.6	112.1	58.8	27.75	.....
11—Sorel.....	21.6	44.7	34.2	11.5	11.5	110.8	55.0	25.83	.....
12—Three Rivers.....	23.9	43.7	35.4	12.0	12.1	111.5	56.1	27.00	.....
Ontario—									
13—Cornwall.....	21.5	40.8	34.4	12.0	12.4	113.9	55.7	28.75	.....
14—Fort William.....	21.6	41.4	38.1	13.1	14.0	105.5	54.0	26.82	.....
15—Hamilton.....	22.3	37.2	33.7	12.2	13.5	v 107.3	55.6	26.00	.....
16—London.....	22.5	41.0	34.0	12.4	13.4	106.5	55.6	26.50	.....
17—North Bay.....	23.7	39.7	35.8	13.4	14.2	v 119.2	56.2	28.50	.....
18—Ottawa.....	22.3	42.5	33.2	12.1	12.8	109.1	55.2	28.50	.....
19—Sault Ste. Marie.....	.....	38.3	36.7	12.8	13.0	104.0	56.7	25.50	.....
20—Sudbury.....	23.7	38.0	36.3	12.8	13.1	104.8	55.4	28.25	.....
21—Timmins.....	23.1	42.8	36.0	12.9	13.8	107.7	55.2	31.00	.....
22—Toronto.....	21.2	41.6	32.8	11.6	12.8	105.4	54.9	25.25	.....
23—Windsor.....	21.7	41.6	33.9	12.6	13.6	103.9	55.0	26.50	.....
Manitoba—									
24—Brandon.....	26.5	47.2	37.8	14.9	15.8	109.4	53.7	.....	18.50
25—Winnipeg.....	23.5	46.1	36.5	14.7	15.8	100.4	52.9	.....	20.15
Saskatchewan—									
26—Moose Jaw.....	24.8	44.9	38.7	14.3	15.5	102.3	52.9	.....	17.25
27—Regina.....	24.6	47.8	39.7	14.4	15.8	106.6	53.8	.....	18.10
28—Saskatoon.....	24.4	49.2	37.2	14.9	16.0	101.2	51.4	.....	17.50
Alberta—									
29—Calgary.....	25.4	42.9	38.4	13.6	14.6	102.0	53.0	.....	14.77
30—Drumheller.....	26.4	45.0	41.0	14.0	15.6	105.8	53.9	.....	.....
31—Edmonton.....	24.7	44.2	37.6	13.4	14.8	108.1	52.8	.....	8.30
British Columbia—									
32—Prince Rupert.....	25.5	41.8	38.4	12.7	14.4	104.7	54.8	.....	21.25
33—Trail.....	26.2	44.0	37.1	13.4	14.9	101.6	53.9	.....	19.25
34—Vancouver.....	23.5	37.0	34.4	11.3	12.9	98.5	52.7	.....	20.41
35—Victoria.....	22.9	39.2	35.2	12.2	13.5	104.0	52.8	.....	21.75

(g) Mixed—carton and loose. (h) Evaporated milk 18.0c per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living, Mexico City	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities				630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June-Aug. 1939	1938	1936-39 = 1000	1 st Quarter Of 1949=1000
1922	(a) 120.4	(b) 119.7		(f) 183	(l) 185				(e) 164		110.1	(d)	
1926	121.8	120.4		(f) 172	176				162	125	106.3	(f)	
1929	121.7	123.5		(f) 164	151				161	118	106.6	1150	
1933	94.4	82.4		(f) 150	178			(k) 107.5	131	99	93.2		748
1939	101.5	89.4	100.0	(f) 158	178	108		122.5	133	(m) 103	103.4	1029	
1940	105.1	105.2	100.7	(f) 184	205	129		141.7	151	113	108.2	1051	782
1941	114.7	105.2	104.4	(f) 190	226	150		158.2	174	138	108.2	1111	810
1944	118.9	125.5	109.1	(f) 201	295	285		157.5	207	279	128.8	1270	872
1945	119.5	128.4	213.5	(f) 203	295	393		160.3	209	283	132.2	1270	884
1946	123.6	139.3	266.7	(f) 203	291	645		162.1	208	287	134.1	1278	891
1947	125.5	139.2	300.3	(f) 203			457.5	172.4	217	279	139.7	1309	919
1948	125.0	171.2	318.9	(f) 108	99	1632	4847	177.7	224	281	147.8	1392	992
1949	160.8	169.1	336.0	111		1818	4915	175.9	278	278	153.2	1528	1009
1950	166.5	(n) 171.9	356.2	114	101	1945	5317	204.7	(e) 159.1	294	159.3	1669	1066
1951	181.8	181.6	380.5	121	109	2215	5323	207.2	164.5	318	170.4		
April	182.0	185.4	388.0	124	109	2291	5323	204.7	166.1	318	171.6	2067	1169
May	184.1	185.2	397.7	125		2258	5394	208.8	166.4	318	172.2		
June	187.6	185.5	417.0	126		2283	5392	209.5	167.3	318	172.2		
July	187.6	185.5	417.0	126		2283	5392	209.5	167.3	318	172.2		
August	188.9	185.5	412.2	127	111	2281	5373	210.6	168.3	319	172.1	2191	1207
September	189.8	186.6		128		2337	5371	213.3	168.8	321	172.3		
October	190.4	187.4		129		2365	5386	(k) 215.5	169.9	322	172.2		
November	191.2	188.6		129	113	2427	5420	(k) 216.6	170.8	327	173.4		
December	191.1	189.1		130		2475	5418	217.3	171.0	328			1257
1952—January	191.5	189.1		132		2547			170.5	331			
February	190.8	187.9											
March	189.1												

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August, 1939 = 100, beginning January, 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 averages are for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	Feb. 1951	Jan. 1952	Feb. 1952
All Commodities										
Classified According to Chief Component Material										
I. Vegetable Products	83.4	166.0	124.6	87.4	99.2	132.1	211.2	238.5	236.8	232.6
II. Animals and Their Products	79.8	175.6	125.7	81.4	89.1	131.6	202.0	219.0	220.2	218.2
III. Filices, Textiles and Textile Products	94.4	169.3	145.2	79.1	100.6	150.0	251.3	294.5	292.2	264.8
IV. Wood, Wood Products and Paper	81.6	220.4	128.1	97.8	98.9	130.8	246.7	314.6	266.4	260.4
V. Iron and Its Products	88.7	123.7	130.3	87.2	107.5	154.9	258.3	286.5	294.6	294.1
†VI. Non-Ferrous Metals and Their Products	72.3	164.5	98.2	89.5	104.8	117.9	183.6	201.4	218.6	218.1
VII. Non-Metallic Minerals and Their Products	133.9	193.0	134.9	87.5	100.0	107.6	159.5	175.5	180.9	179.7
VIII. Chemicals and Allied Products	66.7	96.6	109.0	99.1	99.7	116.4	164.8	168.3	173.8	174.2
	79.8	149.5	120.2	102.4	100.3	124.0	157.7	183.1	188.8	187.3
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured)	85.1	154.4	126.1	79.3	94.9	136.2	212.8	237.1	233.3	227.8
II. All Manufactured (fully or chiefly)	86.2	169.8	123.7	93.3	101.9	129.8	211.0	240.0	239.7	236.2
*General Building Materials	76.2	125.9	112.6	89.1	102.0	144.8	249.9	287.4	289.3a	289.6
Residential Building Materials			112.4	89.0	102.3	148.3	242.7	274.9	287.9a	287.9
Canadian Farm Products			140.8	69.3	92.6	166.4	236.7	262.5	263.1b	251.2
Field			137.2	69.3	83.7	162.5	191.9	195.5	208.0b	205.1
Animal			144.4	69.2	101.5	170.2	281.4	328.6	318.2	297.3

† Gold is included from 1935 to date.

* Arithmetically converted from base 1926=100.

The indexes for 1951 and 1952 are subject to revision.

a Revised.

b This revision incorporates additional payments made for wheat and barley for crop year 1951-52.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH,
1951-1952†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1952*						
January.....	15‡	15	5,749‡	5,749	75,220	0.08
February.....	12	22	12,388	13,048	47,603	0.05
March.....	17	26	2,895	5,204	65,502	0.07
Cumulative totals.....	44		21,032		188,325	0.07
1951						
January.....	18‡	18	6,255‡	6,255	16,988	0.02
February.....	16	20	4,760	4,944	20,103	0.02
March.....	23	29	4,523	4,988	16,960	0.02
Cumulative totals.....	57		15,538		54,051	0.02

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1952 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to March, 1952				
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Biscuit factory workers, Vancouver, B.C.	1	95	400	Commenced November 10, 1951; for a new agreement providing for increased wages and other changes following reference to conciliation board; terminated March 10; conciliation; compromise.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Granby, P.Q.	1	310	1,550	Commenced February 4; for implementation of award of arbitration board for increased wages in new agreement under negotiations; terminated March 7; negotiations; compromise.
Hosiery factory workers, Granby, P.Q.	1	255	5,900	Commenced February 27; for a new agreement providing for increased wages and one-year contract following reference to arbitration; un-terminated.
<i>Printing and Publishing—</i> Bookbinders, Toronto, Ont.	55	1,097	23,000	Commenced February 25; for equal cost-of-living bonus for men and women in new agreement under negotiations following reference to conciliation board; partial return of workers; un-terminated.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Nicolet, P.Q.	1	30	600	Commenced September 27, 1951; for a new agreement providing for increased wages and cost-of-living escalator clause following reference to conciliation board; un-terminated
Furniture factory workers, Toronto, Ont.	8	183	2,700	Commenced February 1; for a new agreement providing for increased wages, increased cost-of-living bonus, extension of vacation plan and payment for one additional statutory holiday following reference to conciliation board; terminated March 21; negotiations; compromise.
<i>Metal Products—</i> Electrical apparatus factory welders, Peterborough, Ont.	1	16	200	Commenced December 11, 1951; protesting suspension of four welders for refusal to work at rates in new classification; terminated March 25; reference to arbitration; in favour of employer.
Metal factory workers, Weston, Ont.	1	309	1,500	Commenced December 14, 1951; for a new agreement providing for increased wages and reduced hours following reference to conciliation board; terminated March 7; conciliation; in favour of workers.
TRANSPORTATION— <i>Other Local and Highway—</i> Truck drivers and warehousemen, Ottawa, Ont.	1	14	200	Commenced January 21; for elimination of 3-cents-per-hour differential between Ottawa and Toronto wage rates; partial return of workers; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1952 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During March, 1952				
MINING— Gold miners and millworkers, South Porcupine, Ont.	1	367	1,200	Commenced March 27; protesting dismissal of a worker for sleeping on the job; terminated March 31; return of workers pending reference to arbitration; indefinite.
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Canning factory engineers, Leamington, Ont.	1	(3) 40	80	Commenced March 11; for a new agreement providing for increased wages; terminated March 12; return of workers pending reference to arbitration; indefinite.
<i>Rubber and Its Products</i> — Tire builders, Kitchener, Ont.	1	(4) 12	15	Commenced March 18; protesting change in production method; terminated March 19; return of workers pending negotiations; in- definite.
<i>Textiles, Clothing, etc.</i> — Corduroy factory workers, St. Hyacinthe, P.Q.	1	56	1,175	Commenced March 3; for a new agreement providing for increased wages following reference to arbi- tration board; unternminated.
Rayon factory workers, Louiseville, P.Q.	1	(5) 702	12,800	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; unternminated.
Clothing factory workers, Sherbrooke, P.Q.	1	310	3,800	Commenced March 13; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay and guaranteed 36-hour week following reference to arbitration board; unternminated.
<i>Metal Products</i> — Roller bearing factory workers, St. Thomas, Ont.	1	(6) 308	4,000	Commenced March 13; protesting dismissal of five workers for refusal to work on more than one type of machine, alleging speed-up; untermi- nated.
Iron and brass foundry workers, Welland, Ont.	1	84	735	Commenced March 19; for a new agreement providing for increased wages and non-contributory hospi- talization plan; unternminated.
Structural steel fabricators and assemblers, Sault Ste. Marie, Ont.	1	52	335	Commenced March 21; for a new agreement providing for increased wages, check-off, and duration of agreement with open-end clause following reference to conciliation board; unternminated.
Electrical apparatus factory workers, Welland, Ont.	1	193	1,000	Commenced March 24; for increased wages and reduction in hours from 44 to 40 per week with same take- home pay; unternminated.
<i>Shipbuilding</i> — Shipyard workers, Clarenville, Nfld.	1	74	370	Commenced March 4; for a new agreement providing for increased wages, reduced hours, notice of impending lay-offs, improved living quarters and additional job classi- fications; terminated March 8; return of workers pending settlement; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1952 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During March, 1952—Concluded				
MANUFACTURING—Con. Non-Metallic Minerals, Chemicals, etc.— Vitreous tile factory workers, Kingston, Ont.	1	200	1,600	Commenced March 20; for a new agreement providing for increased wages, union shop, pension and hospital plans following reference to conciliation board; untermiated.
Miscellaneous Products— Bedding factory workers, Montreal, P.Q.	1	380	1,520	Commenced March 26; for a union agreement providing for increased wages, check-off, payment for seven statutory holidays, etc., following reference to arbitration board; untermiated.
CONSTRUCTION— Buildings and Structures— Electricians, Kitimat, B.C.	1	18	230	Commenced March 12; for increased wages to area rate; terminated March 28; return of workers pend- ing negotiations; indefinite.
TRANSPORTATION— Other Local and Highway— Bus drivers and mechanics, Sydney, N.S.	1	37	330	Commenced March 21; for a new agreement providing for increased wages and guaranteed minimum of 54 hours per week following refer- ence to conciliation board; untermi- nated.
TRADE— Dairy workers, Moose Jaw, Sask.	2	50	250	Commenced March 25; for a new agreement providing for 5½-day week instead of 6-day week for delivery men and 40-hours instead of 44 hours for inside workers; terminated March 22; reference to arbitration; compromise.
Ready mixed concrete, truck drivers, Ottawa, Ont.	1	12	12	Commenced March 31; alleged dis- crimination in dismissal of two workers; untermiated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incom-
plete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date
of termination is the last day on which time was lost to an appreciable extent.

(3) 600 indirectly affected;

(4) 204 indirectly affected;

(5) 120 indirectly affected;

(6) 77 indirectly affected;

(7) 18 indirectly affected.

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Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press. (June 12)

*By Economics and Research Branch,
Department of Labour*

MAY WAS a month of continued improvement in employment. The number of persons registered for work at National Employment Service offices declined by 85,000. Defence industries, particularly aircraft and ship-building, report increased activity, but the elimination of credit restrictions was expected to have little immediate effect on most consumer durable goods industries. Conciliation proceedings are being instituted to resolve differences in the steel, west coast logging and the Ontario and Quebec pulp and paper industries.

A further marked upswing in employment occurred in May. The number of applications for work registered with the National Employment Service fell by 85,000 to a total of 225,000. The decline from the peak total of registrations at April 3 now amounts to 160,000. The total of 225,000 is, however, almost 75,000 greater than at May 31, 1951. The decline in applications in May was confined very largely to males; the drop in the number of women applying for work was only about 7,000 or 8 per cent of the total, although women account for about one-quarter of all applicants.

The improvement was general in almost all occupations and especially in logging, lumber products, construction, taxi and truck driving and service occupations. There were, however, increases in applications in professional and semi-professional, secondary textile, and pulp, paper and paper products occupations.

The greatest decline in registrations occurred in the Quebec region and the smallest in the Pacific region. There were substantial decreases in the Atlantic, Ontario and Prairie regions; the last-named retained its position as the only region where applications are fewer than they were a year ago at this time. The comparatively favourable position of the Prairie region, which has been evident for

some time, results partly from a heavy construction program and partly from exceptionally high demand for labour from agriculture where harvesting of last year's crop and seeding of this year's have been proceeding simultaneously. The situation in Ontario and Quebec, where the greatest absolute increases in applications over a year ago have occurred, is largely the result of reduced activity in consumer goods industries. The following table gives the figures for total registrations for work at National Employment Service offices on the dates indicated:—

Region	May 29 1952	May 1 1952	May 31 1951
Atlantic.	31,390	46,055	26,142
Quebec.	82,055	116,486	47,193
Ontario.	64,586	84,705	36,178
Prairie.	20,608	30,959	20,928
Pacific.	26,186	32,024	20,620
Canada.	224,825	310,229	151,061

Non-seasonal lay-offs in May, 1952, involved almost three times as many workers as in May 1951; but, whereas a year ago the principal reason for lay-offs was lack of materials, this year it is lack of orders. Primary textiles and pulp and paper products are the industries chiefly affected this year. Reported lay-offs in the primary textile industry involved more than 2,600 persons in May. This

industry is subject to seasonal influences at this time of year but lack of orders appears to be the major reason for these employment reductions. In the pulp and paper products industry, further lay-offs occurred in May, particularly in establishments producing paper containers and sulphite pulp. There was also some weakening in the iron and steel products industry where scattered lay-offs took place.

Short-time in the pulp and paper products industry involved about 1,400 workers in May, a drop of 300 compared with April. There was some improvement in fine paper products but sulphite pulp mills were slacker because of the slump in domestic and export markets for this type of pulp. Furniture and leather goods factories were also slacker than in April; but short-time was more prevalent than lay-offs.

The current labour market situation for skilled workers is significantly different from that which existed a year ago. This year, the demand for loggers, metal and electrical manufacturing workers is considerably less than in 1951; but demand for farm workers, construction tradesmen and miners is greater. The emphasis has shifted from secondary manufacturing to heavy construction and the primary industries (except logging, which is affected by a reduced program of summer cutting). Nevertheless, men fully qualified in trades requiring lengthy experience continue to be readily absorbed and the fact that demand is reduced, particularly for skilled metal workers and other skilled manufacturing tradesmen, does not mean that there are surpluses of such workers. There are continuing shortages of some types of skilled workers, such as machinists, welders, pattern makers, tool and die workers, electricians, ship fitters, radar mechanics and draftsmen in all regions except the Pacific, where surpluses of almost all types of skilled workers are reported.

There was a heavy movement of workers into the construction industry during May, with demand particularly strong from the industrial and engineering sectors. The number of construction workers registered with employment offices declined from 50,020 to 29,240 during May. About 60

per cent of the total registered at the end of the month were skilled workers, of whom 12,000 were carpenters. Job-seekers in large numbers, hearing reports of high wages and large hirings, have moved into the Pacific region looking for work in the construction industry and have produced what are described as large surpluses of construction workers there.

Collective bargaining, which began some weeks ago in the basic steel industry, the west coast logging industry and the pulp and paper industry in Ontario and Quebec, had not resulted in settlements by the first week in June. Conciliation by provincial Departments of Labour is now under way or has been applied for in all three industries.

Bargaining is reported to have been re-opened between the United Textile Workers of America and the Dominion Textile Company Limited after the dismissal of the union's Canadian officers and the appointment of a new slate of officials late in May. Renewed operations of the company in Montreal and Valleyfield, Quebec, where 6,000 employees have been on strike since April 2, are contingent upon these negotiations.

Collective agreements between the United Packinghouse Workers of America (CCL-CIO) and the large meat-packing firms—Canada Packers Limited, Swift Canadian Company Limited, and Burns and Company Limited—expire August 1. Three agreements, applying separately to all plants of each company, have been in effect for the past two years. It is expected that negotiations for revisions will start in June. In addition to a wage-rate increase, it is reported that the union will seek a five-day, 40-hour working week. Other matters which may be subjects for negotiation are pensions, health and welfare benefits, union security, and guaranteed annual wages. Approximately 12,000 workers will be affected by these negotiations.

Agreements between the Canadian railways and unions representing more than 100,000 non-operating employees expire on September 1 and negotiations are expected to get under way in July. The present contracts came into effect in 1950 as a result of an arbitration decision after the nine-day strike in August of that year.

CURRENT LABOUR STATISTICS

(Latest available statistics as of June 12, 1952)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
Manpower—				
Total civilian labour force (a).....	Mar. 1/52	5,179,000	—	+ 1.3
Persons with jobs (a).....	Mar. 1/52	4,967,000	—	+ 0.5
Persons without jobs and seeking work (a).....	Mar. 1/52	212,000	—	+24.7
Registered for work, N.E.S.				
Atlantic.....	May 29	31,390	-31.9	+20.1
Quebec.....	May 29	82,055	-29.6	+73.9
Ontario.....	May 29	64,586	-23.8	+36.9
Prairie.....	May 29	20,608	-33.4	- 1.5
Pacific.....	May 29	26,186	-18.2	+27.0
Total, all regions.....	May 29	224,825	-27.5	+48.8
Ordinary claims for Unemployment Insurance benefit.....	May 1	218,055	-31.9	+59.3
Amount of benefit payments.....	April	\$13,253,537	-21.5	+72.6
Index of employment (1939=100).....	April	177.8	- 0.1	+ 2.6
Immigration.....	December	19,676	-11.5	+163.0(b)
Industrial Relations—				
Strikes and lockouts—days lost.....	May	247,733	—	+518.3(b)
No. of workers involved.....	May	22,973	—	+65.3(b)
No. of strikes.....	May	42	—	-13.2(b)
Earnings and Income				
Average weekly wages and salaries.....	April 1	\$54.29	+ 0.6	+12.1
Average hourly earnings (mfg.).....	April 1	\$1.29	+ 0.9	+14.4
Average hours worked per week (mfg.).....	April 1	42.0	+ 0.7	- 1.0
Average weekly earnings (mfg.).....	April 1	\$54.18	+ 1.7	+13.3
Cost-of-living index (av. 1935-39=100).....	May 1	186.7	- 1.1	+ 2.6
Real weekly earnings (mfg. Av. 1946=100).....	April 1	118.8	+ 1.9	+ 9.2
Total labour income.....\$000,000	March	852	+ 0.7	+14.4
Industrial Production				
Total (Av. 1935-39=100).....	March	211.7	+ 1.7	- 2.5
Manufacturing.....	March	217.8	+ 2.1	- 4.4
Durables.....	March	264.8	+ 1.7	- 5.5
Non-durables.....	March	190.5	+ 2.4	- 3.5
Trade—				
Retail.....\$000,000	March	857	+16.6	+ 0.6
Exports.....\$000,000	April	347	- 2.0	+17.6
Imports.....\$000,000	April	325	- 0.6	-17.3

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE

Notes of Current Interest

Entire Canadian Staff Of UTWA is Dismissed

Kent Rowley has been dismissed from the position of Canadian Director of the United Textile Workers of America (AFL). The 11 remaining members of the union's Canadian staff were also dismissed by Lloyd Klenert, International Secretary-Treasurer.

Mr. Klenert said he is convinced that charges of Communist leadership against the Canadian organization "were well founded." He said he acted on authority of Anthony Valente, International President.

Sam Baron, former Canadian Director of the Textile Workers' Union of America (CIO), has been named to replace Mr. Rowley. Roger Provost, President of the Quebec Provincial Federation of Labour (TLC), has been appointed Quebec Director of the UTWA.

Commenting on the dismissals, Percy R. Bengough, President of the Trades and Labour Congress of Canada, said the TLC is "pleased to see the textile union cleaning house. While these things are always regrettable," he continued, "in this case the action was most necessary."

Those dismissed, in addition to Kent Rowley, were: Madelaine Parent, Secretary-Treasurer; Val Bjarnasson, Ontario representative; Charles Lipton, Edouard Gauthier, Guy Joannette, Montreal organizers; Conrad Leblanc, Valleyfield, P.Q., organizer; Vernon Mustard, Welland, Ont., organizer; George Beckett, Yarmouth, N.S., organizer; Giles Heneault, Publicity Director; and Charlotte Gauthier, Montreal office secretary.

Many Locals Withdraw From CIO Textile Union

The victory of Emil Rieve in the contest for the presidency of the Textile Workers' Union of America (CIO) at the union's convention in Cleveland early last month has been followed by the secession of many locals in Canada and the United States. Some of the locals which have left

the CIO group have joined the rival United Textile Workers of America (AFL).

George Baldanzi, Rieve's defeated opponent for the presidency and former executive vice-president of the CIO union, has been appointed National Organizing Director of the AFL union.

Representatives of some 5,000 textile workers at Hamilton, Ont., have voted to secede from the CIO body. The Hamilton locals constitute District 26 of the Textile Workers' Union of America (CIO-CCL). Jack Robinson, Manager of the Greater Hamilton Joint Board of the TWUA, is a Baldanzi supporter.

Less than three weeks after the TWUA elections, Mr. Baldanzi reported that 53,000 textile workers, mostly in the Southern states, had switched allegiance to the AFL union. He estimated at that time that 100,000 CIO members would transfer to the AFL.

Four Locals Secede

Four New Jersey locals and a joint board, representing some 10,100 members, have voted to secede from the CIO, it is claimed. A local in Connecticut, with 2,400 members, is also said to have switched to the AFL.

Simultaneously, six Philadelphia locals, comprising all but two of the locals in the Philadelphia Joint Board of the CIO and representing some 8,000 members, voted to quit the CIO and join the AFL union. Of the other two locals making up the Joint Board, one voted to remain with the CIO and the other had not voted at the time the *LABOUR GAZETTE* went to press.

AFL President William Green has pledged official backing of the drive to recruit members among the workers withdrawing from the CIO union.

Mr. Rieve, however, deriding Mr. Baldanzi's statement that 100,000 CIO members would switch to the AFL, asserted that not more than 25,000 members would leave his union to join the Federation.

Results of the voting at the TWUA convention were: Emil Rieve, 1,223; George Baldanzi, 720.

DBS Surveys Adult Education in Canada

In response to requests for statistical information on Canada's adult education movement, the Dominion Bureau of Statistics has issued a reference paper (No. 33) on the results of a survey covering the academic year 1950-51.

The paper contains data on adult education activities sponsored by universities and colleges and the provincial departments of education.

Steelworkers Defeated In Vote at Trail, B.C.

The results of a vote conducted among the employees of the Consolidated Mining and Smelting Company at Trail, B.C. on May 15, left the International Union of Mine, Mill and Smelter Workers as the bargaining agent for the workers. In the vote, conducted by the Labour Relations Board of British Columbia, the Mine-Mill Union was opposed by the United Steelworkers of America (CIO-CCL), who had conducted a two-year campaign for members at the plant.

Of the 3,680 votes cast, 1,949 were in favour of the International Union, 1,669 were for the Steelworkers, 49 were against any union and 13 were spoiled ballots.

The Mine-Mill union, which has held bargaining rights at Trail since 1943, was expelled from the Canadian Congress of Labour in 1949 on charges of Communist domination. The following year, a group of workers broke away from the Mine-Mill union to become members of the Steelworkers organization and established Local 4281, USW.

In May, 1950, the United Steelworkers made application to the Labour Relations Board of the province to have their organization certified as the bargaining agent for the workers at the plant. Following the refusal of the Board to take action on the application, Mr. Justice J. M. Coady of the British Columbia Supreme Court ruled that an employee could be a member in good standing of a union despite the fact that he had not paid his union fees. It was on these grounds that the Board had refused to consider the application. In March, 1951, Mr. Justice J. V. Clyne of the B.C. Supreme Court ordered the Labour Relations Board to hear the Steelworkers' application and suggested that the workers at the plant be given an opportunity to show their choice of bargaining agent by a properly-supervised vote.

Apprenticeship Discussed At National Conference

Increasing the number of skilled workers for Canada's expanding industry was the major topic under discussion at the first National Conference on Apprenticeship held in Ottawa May 19, 20 and 21. The Conference, under the chairmanship of Dr. Arthur MacNamara, Deputy Minister of Labour, was attended by representatives of employer and employee organizations,

provincial deputy ministers of labour, provincial directors of apprenticeship, officials of provincial departments of education responsible for apprenticeship classes, members of apprenticeship boards and committees in the provinces and observers from federal government departments.

During the three-day Conference, delegates discussed the possibility of increasing the ratio of apprentices to skilled workers and the establishment of more uniform and standardized requirements for apprentices in the provinces and reviewed existing plans and programs.

A complete summary and review of the activities and recommendations of the Conference will appear in the July issue of the *LABOUR GAZETTE*.

Family Living Costs Rise 18 Per Cent in 3 Years

Minimum family living costs have risen 18 per cent in the past three years, according to the 1952 edition of *A Guide to Family Spending*, issued by the Welfare Council of Greater Toronto. Cost of the bare essentials of comfortable living in Toronto is up from \$140.81 a month to \$166.47 (rent excluded) for a family unit of four.

The greatest increase is in the cost of food. The only significant decrease is in the cost of women's clothing, brought about by the development of longer-lasting fabrics. The result, according to the report, is that the Toronto family of four earning less than \$50 a week is fighting a losing battle against the rising cost of living.

The Guide is prepared to assist social agencies in community work. It sets out the monthly standards needed to maintain a minimum level of health and self-respect.

Labour Men Appointed To Alberta Boards

Harry Boyse, Past President of the Alberta Federation of Labour (TLC) and Secretary-Treasurer of the Lethbridge Trades and Labour Council, has been named to the Alberta Board of Industrial Relations. He succeeds D. B. McKenzie of Calgary.

Announcement has also been made of the appointment of Weslie G. Stanton of the United Brotherhood of Carpenters and Joiners of America (AFL-TLC) to the provincial Apprenticeship Board as replacement for the late Abel Mogridge.

Canada Leads World in Placing Blind in Industry

Canada, with 480 sightless persons employed in industry, is leading the world in the field of employment of the blind, according to Lindsay G. Williamson, National Director of Employment for the Canadian National Institute for the Blind. Jobs performed by the 480 blind include such specialized tasks as power drill press operators, bolt and nut threaders and machine operators, as well as assembly line jobs.

Blind workers are employed in industry in spite of, rather than because of their handicap, said Mr. Williamson. "We never leave an employee on the job if he is found unsatisfactory either by the employer or the CNIB," he added.

The CNIB operates vocational training classes to help sightless persons to readjust to society. As a result, said Mr. Williamson, many of the jobs suitable for blind persons put them in active competition with workers who can see.

"Ability" is not "Will to Co-operate," Board Rules

The meaning of the word "ability" cannot be stretched to mean "will to co-operate with the company" so as to render meaningless the seniority clause in a collective agreement. This was the majority ruling of a three-man Quebec arbitration board considering a dispute between Building Products Limited and L'Union Canadienne de Matériaux de Construction, Local 2.

The grievance arose out of the demotion of a shiplap operator to shiplap operator helper while an employee with less seniority with the firm kept his position as shiplap operator. Though admitting that the company's operations now require only one shiplap operator, the union claimed that the more senior worker should have been retained in this position.

Crux of Dispute

The union based its argument on Article 7 of the collective agreement with the company which reads: "Ability being equal, the seniority in employment with the company shall be the governing factor in promotions, discharges, lay-offs and rehiring." Crux of the labour-management dispute lay in the definition of "ability."

The company contended that the demoted man's longer service was "not the point at issue." The man promoted, declared the company, in previously accepting a

higher position, refused by the former, had thus become a "more skilful operator," thus rendering the seniority clause of the collective agreement irrelevant to the issue.

The Building Products Co., Ltd. has a progressive training system, designed to train employees in all aspects of an operation before assigning specific responsibility. Thus, charged the company, the man with service as a press operator, a position above that of shiplap operator, was entitled to first consideration.

Union Argument

Core of the union argument lay in the assertion that the demoted employee had an "inalienable right to refuse transfer from one job to another" and that his refusal to accept the promotion to press operator did not reflect on his "ability." They objected to the company interpreting ability "according to its will and fancy."

Support for this assertion, declared the union, could be found in Section 1081 of the Quebec Civil Code which states: "an obligation conditional on the will, purely of the party promising is void."

Two members of the arbitration board, Chairman Jacques Perrault and Union Nominee Charles Devlin, supported the union claim and recommended reinstatement of the demoted worker as shiplap operator, with compensation in wages retroactive to the date of his demotion or, alternatively, retention of the promoted man as shiplap operator but with adjustment of the former's wages commensurate with such a position.

Company Nominee George Welsh dissented. The company, said Mr. Welsh, was perfectly within its rights in "demoting the less-able operator to preserve the efficient operation of its business."

Sign Union Shop Pact, First on Major U.S. Line

An agreement described as the first union shop contract for maintenance employees of a major railroad was signed last month by the United Railroad Workers of America (CIO) and the Pennsylvania Railroad. More than 45,000 workers who maintain and repair railroad equipment are covered by the contract.

Under the terms of the union shop contract, all workers covered must become and remain members in good standing of the union as a condition of employment. Such contracts are now permitted under the terms of the United States Railway Act, passed last year.

New Factories Provide 42% of Post-War Jobs

New plants provided 42.8 per cent of the 176,286 jobs filled in Canada from 1946 to 1951. Nearly seven per cent of all jobs in the manufacturing industry today are the direct result of new plants built since the war.

New plants in Ontario have provided more than 40 per cent of the new jobs. Ontario, with 626 new establishments, is followed by Quebec with 504, the Prairie Provinces with 158, British Columbia with 147 and the Maritimes with 96.

The transportation equipment and clothing industries have given the greatest stimulus to new employment, followed by wood products, food and beverages, iron and steel products, electrical apparatus, and primary textiles.

Industrial Accidents Highest Ever in 1951

Industrial accidents reported to the various provincial Workmen's Compensation Boards were the highest ever in 1951, according to the Report of the General Manager of the Ontario Industrial Accident Prevention Associations, R. G. D. Anderson. Of the all-time high total of 488,361 accidents across Canada, 1,155 were fatal.

Ontario workers filed 202,645 claims—41.3 per cent of the total—including 421 death claims. Prince Edward Island workers filed 890 claims, none of them death claims.

Major Accident Cause

Careless handling of materials was held to be responsible for 34 per cent of all industrial accidents. The light machinery, automotive, and food products industries suffered 45 per cent of the combined total.

Total benefits paid in Canada amounted to \$68,632,809, an increase of more than \$2 million over 1950. Medical aid claims alone showed an increase of nearly 15 per cent above the total for the preceding year.

Computing the average frequency of accidents per million man-hours worked, the report noted that medical aid cases had a frequency of 53.86, lost-time accidents a frequency of 15.49 and compensation cases one of 11.99. Of more than 250 plants covered in an Accident Frequency Survey, 12 reported that they had had no lost-time accidents.

Three Ontario companies have completed more than two million accident-free man-hours. These are the Canadian General

Electric Company, Royce Works, Toronto; the Colgate-Palmolive-Peet Company, Limited Toronto; and the Dominion Rubber Company Limited, Kitchener.

Stressing the importance of accident prevention, the report noted that 3½ per cent of Ontario's estimated production total of \$8,400,000,000 had been lost due to controllable causes, accidents.

The following table shows the record of claims reported during 1951 by provinces:—

	Claims Reported	Deaths Included
Alberta	35,804	107
British Columbia	76,698	279
Manitoba	20,441	46
New Brunswick.....	16,034	26
Newfoundland	6,479	11
Nova Scotia.....	19,764	40
Ontario	202,645	421
Prince Edward Island.	890	..
Quebec	95,930	207
Saskatchewan	13,676	18
Totals	488,361	1,155
Totals (1950)...	439,094	1,011

Fewer Building Workers Unemployed in 1951

There were 14,000 fewer workers unemployed in the construction industry in 1951 than in 1950, according to *Housing in Canada*, quarterly report of the Central Mortgage and Housing Corporation. Workers without jobs seeking employment in this field averaged 22,000 in 1951, 36,000 the previous year. The total employed in the construction industry during the week of November 3, 1951, was 367,000.

The number of workers engaged in housing construction, however, declined.

Average weekly earnings increased 12 per cent from 1950, although the average number of work hours remained constant at 39.6. Average weekly wage in all building firms employing 15 or more persons was \$50.27 in 1951. The report adds that in the building material industries, there was a 17 per cent increase, from \$48.50 in 1950 to \$56.58 in 1951.

An uneven distribution of employment opportunities occurred in the building industry sector of the construction industry late in 1951, according to the report. Although the overall employment picture has brightened, registrations of unplaced building tradesmen with the National Employment Service showed a 26 per cent increase over the preceding year. Unfilled vacancies for building tradesmen averaged 2,100 during the last quarter of 1951.

Labour Relations Board Amends Procedural Rule

An amendment to the Rules of Procedure of the Canada Labour Relations Board permits the Board to make a decision disposing of an application on which it had previously postponed a decision, even when the members of the Board at the subsequent meeting are not the same as the members at the meeting which postponed decision.

The amendment was made by Order in Council P.C. 2007, dated April 4, 1952, and came into effect April 23, the date of its publication in the *Canada Gazette*.

The Order in Council is as follows:—

At The Government House At Ottawa
Friday, the 4th day of April, 1952.
Present:

His Excellency

The Governor General in Council

His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and pursuant to the provisions of Section sixty of the Industrial Relations and Disputes Investigation Act, is pleased to approve the following amendment made by the Canada Labour Relations Board to the Rules of Procedure of the Canada Labour Relations Board, approved and established by Order in Council P.C. 4682 of 22nd October, 1948, as amended, and the said Rules of Procedure are hereby further amended by adding to Section five thereof the following new subsection two:—

(2) Where on the hearing of any application or other matter by the Board, the Board reserves or postpones decision thereon or on any issue in connection therewith, the Board may, at any subsequent meeting or meetings, make a decision disposing of the application, matter or issue, notwithstanding that the members of the Board at the subsequent meeting are not the same as the members of the Board who were present at the hearing.

The text of the Rules of Procedure of the Canada Labour Relations Board was published in the *LABOUR GAZETTE* (Jan., 1949, p. 57).

Windsor Teaches English To 600 Immigrants

More than 600 immigrants are learning English and the principles of citizenship at the W. D. Lowe Vocational School in Windsor, Ont. These classes, sponsored by the Windsor Board of Education, are designed to help the immigrant adapt himself to Canadian social customs and thus make a more significant contribution to Canadian economy.

Ages of students, who attend classes two nights each week, vary from 12 to 60 years.

The basic subject taught at the school is English; but, throughout the year, in-

struction is given in government, civics, geography, history and other phases of Canadian life. A class in citizenship training completes the four-year course.

An adequate knowledge of English—or French—is a requisite for winning Canadian citizenship, in addition to five years' residence.

Immigrants Learn English From Mine Safety Manual

European immigrants studying English in the Red Lake district of Northwestern Ontario use the safety manual of the Cochenour-Willans mine as their textbook. It was reported at the conference of the Ontario Mines Accident Prevention Association in Toronto last month.

E. R. Olson, mine superintendent, said that because many of the immigrants gravitate to mining, Cochenour-Willans safety officials persuaded the local school principal to use the manual as an English textbook. Study of the book teaches the immigrants the English language and trains them in mine safety at the same time.

Calling Employer "Unfair" May be Libel—U.S. Court

A union which intentionally damages an employer's business by publishing a statement calling him "unfair" may be subject to damages for libel if the statement is not justified as the result of the denial by the United States Supreme Court to hear an appeal on a ruling by the Kentucky Court of Appeals.

A restaurant owner, shortly after opening his business, had a non-union painter paint his front door. A painter's union published a notice in a newspaper calling the restaurateur "unfair". The union did not previously advise the employer of its grievance.

The employer claimed that the statement resulted in a substantial loss of business and charged the union with libel. Both the union and the newspaper were assessed damages.

In affirming the judgment, the Kentucky Court of Appeals asserted that the statement was libelous and therefore not privileged as free speech.

To accuse a person of being unfair, the Court noted, "expresses something more than an opinion; and labour unions have no special right to use this expression without responsibility where there exists no controversy or other circumstances which could reasonably justify the intentional damage of an employer's business."

Farm Workers Provided With Free Transportation

Free transportation to farms within their own provinces will be provided to residents of Ontario, Alberta and Saskatchewan who are suitable for farm work, Hon. Milton F. Gregg, Minister of Labour, announced recently. This offer, designed to encourage job applicants in urban areas to transfer to farm work, will lapse when the current need for farm labour is met.

Cost of the free transportation for farm help will be borne equally by the federal Government and the provincial Governments concerned, under the terms of the Federal-Provincial Farm-Labour Agreements. Agreements were recently renewed for the fiscal year 1952-53.

Raising \$10,000 Fund To Appeal Gale Decision

To finance the appeal by the Toronto Newspaper Guild (CIO-CCL) against the Gale decision, the Ontario Federation of Labour (CIO-CCL) is raising a \$10,000 fund.

Mr. Justice Gale quashed a certification issued by the Ontario Labour Relations Board to the Guild as bargaining agent for circulation department employees of *The Globe and Mail*. He ruled that the newspaper had been denied justice when the Board refused to consider the question of resignations from the Guild when dealing with the certification application.

Normally, decisions of the Board can not be appealed; but the court ruled that the Board had exceeded its jurisdiction when it denied justice to the newspaper.

The decision was upheld by the Ontario Court of Appeal. The Guild is planning to take an appeal to the Supreme Court of Canada.

Few Engineering Grads Go to U.S. for First Job

Contrary to beliefs in some quarters, comparatively few of Canada's engineering graduates emigrate to the United States for their first jobs.

A report of the Technical Personnel Division of the Department of Labour, which obtained its information from four of the leading universities in Canada, states that last year less than one per cent of the graduates from these universities went to the United States. It is expected the proportion will run about the same this year. Even among those who do go, some

go only for the purpose of taking post-graduate training in United States universities.

According to the report, three factors which tend to influence the decision of Canadian engineering graduates to remain at home were:—

1. The great expansion taking place in Canada offering good job opportunities for all engineers seeking employment.
2. Starting salaries offered by Canadian employers, for graduates with degrees, at bachelor level, compare favourably in most cases with those offered by United States companies. The former difference between salaries paid in the United States and Canada is fast disappearing. (Some exception to this situation seemed to be the case for those with advanced degrees, who were frequently able to secure better offers in the United States than in Canada.)
3. The United States draft regulations act as a deterrent in some instances to emigration. Young Canadians are liable for military service after a period of residence in the United States.

1951 Enrolment Lower in Canadian Universities

Enrolment in Canadian universities was lower in 1951 than in the previous year, the Dominion Bureau of Statistics has reported. At the end of 1951, students of university grade in full-time attendance at universities and colleges totalled 60,381, a decrease of about six per cent from the preceding year's total of 64,359.

Undergraduates were fewer in arts and science courses, in engineering and applied science, law, agriculture and pharmacy. There were more undergraduates in commerce, medicine, education, household science and theology.

No Escalator Clause, but Wage Re-opening Allowed

In place of a cost-of-living escalator clause, a collective agreement in Quebec allows the union to reopen wage discussions at any time during the term of the contract should there be any future rise in the cost-of-living index. The agreement runs for two years.

The wage-reopening clause was inserted by an arbitration board appointed to settle a dispute between the Montreal Hat and Cap Manufacturers Association and the Cap Makers' Union, Local 36, United Hatters, Cap and Millinery Workers' International Union (AFL-TLC).

More Canadians over 65 Than Ten Years Ago

The Canadian population over 65 years of age increased both proportionately and numerically during the ten-year period ending in 1951, according to a special compilation by age groups of final figures of the 1951 census.

The Dominion Bureau of Statistics has reported that the population 65 years old and over rose to 7.7 per cent of the population, as compared to 6.7 per cent in 1941.

For the group 65-69 years of age, the number increased to 433,497—3.1 per cent of the total population—from 307,724—2.7 per cent—in 1941. For the 70 years and upward group, the increase was from 460,081—4.0 per cent—to 652,776—nearly 4.7 per cent.

Hirings and Separations Follow Seasonal Pattern

An excess of hirings over separations during summer months, a tendency towards equality in the spring and fall, and an excess of separations over hirings during the winter months—the normal seasonal pattern in Canadian industry—prevailed in the principal industries in the period March, 1949, to February, 1951, the Dominion Bureau of Statistics has reported. The DBS report was based on data supplied by the Unemployment Insurance Commission.

In the 24-month period, the national turnover was highest in September, 1950, when there were nine hirings and nine separations for every 100 persons on payrolls, and lowest in February, 1950, when the rates per payroll hundred were five hirings and five separations. In February, 1951, there were six hirings and six separations per payroll hundred.

Turnover was consistently higher in industries in the forestry and logging group, and ranged from a peak of 77 hirings and 31 separations per payroll hundred in May, 1950, to a low of 24 hirings and 36 separations in February, 1951. Industries in the construction group had the second-highest turnover, the rates per payroll hundred standing at 12 hirings and 15 separations in February, 1951. Highest turnover month in this group was May, 1950, when the rates stood at 29 hirings and 14 separations. Lowest turnover month was December, 1950, with the rates at 10 hirings and 25 separations.

Industries in the manufacturing group, which accounts for the greatest number of workers, exerted a stabilizing influence on

the overall pattern of hirings and separations by exhibiting a characteristically narrow range of fluctuations. The rates per payroll hundred in this group stood at five hirings and four separations in February, 1951, compared to a low of four hirings and four separations in February, 1950, and a high of seven hirings and seven separations in September, 1949, and September, 1950.

Turnover in the other industry groups was also much lower than in forestry and logging, and construction groups. In February, 1951, the rates per payroll hundred stood at five hirings and four separations in the public utility group; four hirings and three separations in the finance and real estate group; four hirings and four separations in the transportation, storage and communication group; five hirings and five separations in the trade group; three hirings and four separations in the mining, oil wells, quarrying and milling group; and five hirings and six separations in the service group.

Industries engaged in the manufacture of petroleum and coal products had the lowest turnover, ranging from a high of three hirings and five separations per 100 persons on the payroll in September, 1949, to a low of one hiring and one separation in February, 1950. In February, 1951, the rates per payroll hundred were two hirings and one separation.

Urge End to Deporting Of Destitute Immigrants

Repeal of the section of the federal Immigration Act providing for the deportation of immigrants who become a public charge was recommended by a Toronto welfare conference recently. The two-day conference was held under the joint auspices of the University of Toronto School of Social Work and the Toronto Welfare Council.

The conference suggested that while deportation had seldom been enforced, removal of the possibility would help immigrants to make a better adjustment to their new life in Canada. The conference also recommended that the federal Government should abolish the one-year waiting period before paying family allowances to immigrants.

Creation of information centers with qualified interpreters to administer them was also recommended. The conference felt that every assistance should be given to newly-arrived immigrants to enable them to fit into Canadian society.

3-Year-Old Dispute Ends For U.S. Railwaymen

The three-year-old railway dispute in the United States ended last month with a compromise settlement between 150,000 engineers, firemen and conductors, and the nation's railroads. The settlement paved the way for the return of the railroads to private ownership after 21 months under government control.

A *New York Times* despatch by Joseph A. Loftus says that the settlement plan provides for wage increases ranging from 22½ to 37 cents an hour. Back pay covering the increases retroactive to October, 1950, will be paid in a lump sum.

Dr. John R. Steelman, chief labour adviser to President Truman, negotiated the settlement. The agreement is basically the same as one proposed in December, 1950, but the new arrangement gives the union the right to reject carrier demands for extending the runs of train crews beyond a divisional terminal point.

The new agreement between unions and railways is effective and binding until October, 1953.

Two U.S. Bills Would Give Power to Seize Plants

Proposals to provide legislative authority for the seizing of key industries, vital to national security, were contained in legislation submitted to both the United States House of Representatives and Senate during April and May. The House bill was introduced by Representative Howard W. Smith, Democrat, and the Senate bill by Senator Wayne Morse, Republican.

Under the provisions of the House measure, both Congress and the President would be given the power to enjoin strikes in key industries for at least 80 days. If management and labour have not reached an agreement within this period, both the plants and the unions involved would be thrown into receivership until an agreement was reached. During receivership, wages and working conditions would remain unchanged. Employers and employees would also be forbidden to coerce, instigate, induce or conspire any person to retard production or to commence strike or lock-out action.

The bill provides that Congressional action seeking an injunction would be taken by means of a concurrent resolution which would not be subject to presidential veto. Representative Smith stated with respect to his measure that: "The bill is designed to ensure continued operation of industries vital to the national defence."

It has been argued that the 80-day injunction provided by the Taft-Hartley Act is inadequate because at the end of the 80 days a strike could still occur. "This bill provides," Mr. Smith continued, "that if the labour dispute has not been settled when the injunction expires, the court shall appoint receivers both for the company and the union, and the operation shall continue under supervision of the court."

The Smith bill was introduced as an amendment to the Selective Service Act. The bill has been forwarded to the House Armed Services Committee for hearings.

Senator Morse's bill is a proposed amendment to the Labour Relations Management Act, 1947 (Taft-Hartley Act). Under the terms of the measure, the President may proclaim an emergency, appoint an emergency board to try to effect a settlement and ask the parties concerned to continue operations, after an appropriate government agency has certified that a threatened shut-down in a vital industry endangers the national security. In addition, the President may recommend seizure of the industry to Congress before the emergency board's report and may carry out this action subject to Congressional veto within ten days. During the seizure period, which will last 60 days unless extended by Congress, the government agency involved may bargain on terms conforming to the emergency board's recommendations to the President.

Senator Morse's bill has received second reading in the Senate and has been referred to the Senate Labour and Public Welfare Committee for further consideration.

Spokesmen for organized labour have condemned the Smith bill in statements before the House Armed Services Committee. William Green, President of the AFL, stated that the legislation would have a "catastrophic" effect on the morale of the workers; he called the bill a "gratuitous insult" to organized labour. Joseph Curran, Vice-President of the CIO, remarked that the Smith measure was "as viciously anti-labour a bill as has ever been introduced in Congress."

Jobless Benefits Raised For U.S. Railwaymen

President Truman on May 15 signed a bill increasing railroad unemployment insurance benefits. The new scale of payments runs from \$3 to \$7.50 a day for unemployed railroad workers. The present scale starts at \$1.75 and goes to \$5.

The fund is supported solely by contributions from the carriers.

Housing Said Canada's No. 1 Social Problem

Canadian welfare agencies rate housing as this country's No. 1 social problem, according to Miss Phyllis Burns, secretary of the Family Welfare Division of the Canadian Welfare Council.

Miss Burns based her statement on recent annual reports from social agencies in all parts of the country. Next to housing, agencies see the problems in about this order, Miss Burns said:—

1. The plight of new Canadians who are struggling to establish homes in a strange land. Miss Burns said that the need for more carefully planned and sustained assistance to immigrants in the early stages of settlement is recommended by the agencies.
2. The need for a public assistance relief program to meet the requirements of Canadians who are unable to find work and to whom unemployment insurance benefits are not available.
3. The needs of the aged. Miss Burns said that these are still very great, although several agencies have observed that new programs of old age security and old age assistance are doing much to solve the economic problems of old people. However, she said, these do not touch the aged persons' need for friends, occupation, and suitable housing.

The Canadian Welfare Council is the national association of individuals, organizations, and government departments interested in social welfare.

March Housing Starts Higher Than Year Ago

New dwellings started in cities and towns with populations of 5,000 and over numbered 3,400 in March, 1952, an increase of 100 above the total for March, 1951. The March total also represents an increase in house-building activity over the preceding two months of 1952.

Housing in Canada, a quarterly issued by the Economic Research Department of the Central Mortgage and Housing Corporation, noted that in 1951, the volume of house-building declined, for the first time in the post-war years, to a level below the rate prevailing in the period 1948 to 1950.

N.Y. State Revokes Use Of Union's Label

The use of a union label by a trade union in the state of New York was

revoked recently by the Board of Standards and Appeals of the State Department of Labour. The union, the United Office and Professional Workers of America, was expelled from the CIO in February, 1951, on the grounds that its policies and activities were "consistently directed toward the achievement of the program and purposes of the Communist Party rather than the objectives and policies set forth in the constitution of the CIO."

The Allied Printing Trades Council of New York State appeared before the Board to support the application for revocation of the union's label. In addition, the CIO, the Union Label Council of the AFL and the Central Trades and Labour Council of the AFL were represented before the Board in seeking the revocation.

Board's Decision

The Board decided that the union had made misrepresentations concerning the label. Although the UOPWA had dropped the inscription "CIO" from its label after its expulsion from that congress, the Board stated that the new label was "substantially like the label by which it had become known to the public as an affiliate of the Congress of Industrial Organizations." The Board added that "when reduced to small size, the absence of the CIO inscription is not detectable without close examination. The circumstances surrounding the respondent's use of the simulated label persuades us that it employed this device in order to conceal from the public its expulsion from the Congress of Industrial Organizations."

In New York, union labels must be registered with the State Labour Department, to protect the public against fraudulent and misrepresentative labels.

Wants Labour Disputes Taken from WSB

That the United States Wage Stabilization Board be shorn of its authority to handle labour-management disputes has been recommended by Charles E. Wilson, former Director of Defence Mobilization, who resigned from that post in a disagreement with President Truman over the handling of the steel case.

Mr. Wilson also recommended that the composition of the WSB be changed from a board consisting of six public, six labour and six business members to a board of all public members.

He was testifying before the Education and Labour Committee of the House of Representatives, which is making an inquiry into the Wage Board.

Co-operative Union Holds 43rd Annual Meeting

Formation of a nation-wide co-operative credit society, assimilating the provincial credit unions and pooling their assets, was proposed at the 43rd annual meeting of the Co-operative Union of Canada in Ottawa. Fifty-five delegates were present.

Accusing the federal Government of clouding the issue with "constitutional red herrings," the Congress declared that the whole Canadian co-operative credit structure would be undermined if a national credit society were ruled unconstitutional. Co-operative credit unions have their base in local organizations, and it was felt that a national credit society would be but an extension of local and provincial co-operative societies. The Government last year declined to act on a Congress request for incorporation of a national credit society.

Would Supplement Banks

Criticizing the federal Government for "backing down" on an agreement to support the amalgamation proposals, Ted Kober, Manager of the Saskatchewan Credit Co-operative Society, declared that the credit unions had no intention of competing with the federally-chartered banks. Instead, in protecting the interests of the co-operative producer, the credit unions would supplement the banks, he said.

Expansion of existing co-operatives and the organization of new ones was also proposed by the Congress as an effective check on "monopolistic enterprises." More and stronger societies would give greater protection to the co-operative producer, the Congress declared.

The Congress also resolved to press for federal recognition of co-operative farms as *bona fide* co-operatives under the provisions of the Income Tax Act.

Other Resolutions

The Congress also passed resolutions which:

(1) urged support by Canada's delegates to the United Nations for a co-operative solution to the Middle East oil controversy.

(2) affirmed Congress support for the Colombo Plan and the UN Technical Assistance program.

(3) called for the promotion of the widest possible trade among all nations.

Speakers included Prime Minister Louis St. Laurent, External Affairs Minister Lester B. Pearson, and Paul Gordon, Executive Director of CARE.

Role Taken by U.S. Govt. Said Harming Bargaining

That increased government intervention in labour-management relations in the United States is making collective bargaining ineffectual is the view of A. H. Raskin, labour correspondent for the *New York Times*. The power of the Government to enforce "emergency" measures to seize such essential industries as steel tends, says the writer, to undermine the potency of both employers and unions.

On the other hand, the *Times'* Washington correspondent, Joseph A. Loftus, believes that the recent suspension of instalment credit controls will stimulate the steel market, increase consumer interest in steel products, and thus raise the prices of steel products. With prices higher, says Mr. Loftus, wages will be better able to seek their own level.

The United States Government is trying to maintain the nation's economic balance through such labour-management mediation agencies as the Economic Stabilization Agency and the Wage Stabilization Board. This, says Mr. Raskin, tends to result in indecision on the part of both labour and management because "no scheme of controls could be devised that would provide protection against inflation and still leave employers and unions free to write their own tickets on wage increases."

Basic Difficulty

The basic difficulty in the three-cornered United States labour picture, both writers agree, is the difficulty in defining the extent and scope of a "national emergency". Such restrictive measures as the 80-day-no-strike provision of the Taft-Hartley Act make the outlook for collective bargaining "murky", according to Mr. Raskin.

Though deploring the "tendency to government-dictated wages," Mr. Loftus expressed the view that economic conditions are gradually creating conditions more favourable to collective bargaining. Free collective bargaining presupposes more strikes but, according to Mr. Loftus, strikes, even in national-emergency industries, sometimes "have cathartic and stabilizing values that would offset whatever damage they might cause" the nation's defence needs.

The objective of restrictive government legislation has been to "protect the innocent bystanders," observed Mr. Loftus, but "to the extent that the Government attempts to provide substitutes . . . it interferes with successful collective bargaining."

Labour Surplus Areas Increase in U.S.

Although the United States defence program has created millions of jobs, the number of large cities with a "substantial labour surplus" increased from 18 in January to 21 in March, the United States Department of Labour has reported. During that period, unemployment rose in nine large cities, decreased in only two.

Slackening production as a result of a lag in consumer buying is given as the reason for the increasing unemployment in seven cities. In the other two, the failure of defence production to expand fast enough to create new jobs was blamed for the lay-offs.

Workers' Confederation Formed in Latin America

The first steps towards the formation of a new Latin-American workers' confederation, admittedly designed as opposition to both the International Confederation of Free Trade Unions and communist-controlled labour organizations and obviously dominated by the Argentine Workers' Confederation, were taken early this year at a conference in Asuncion, Paraguay.

A total of 105 representatives from 15 Latin American countries attended. Represented at the meeting were: Argentina, Paraguay, Uruguay, Brazil, Chile, Bolivia, Colombia, Ecuador, Costa Rica, Honduras, Panama, Guatemala, Haiti, Mexico and Peru. Notably absent were representatives from Puerto Rico and the Dominican Republic. Doubt has been expressed, however, that the delegates to the conference truly represented the workers of their countries.

A Committee for Latin-American Labour Unity was established to work out final arrangements for the formation of the new organization. The conference published a 16-point manifesto declaring, among other things, opposition to "capitalist and communist imperialisms".

Mexico Has New Labour Body; Setback for ICFTU

Four of Mexico's 11 labour federations have merged to form a new Union of Industrial and Farm Workers, according to a report by Sydney Gruson in the *New York Times*. The membership of the new union is expected to exceed 75,000, making it second in number only to the powerful Confederation of Mexican Workers.

Formation of the new union leaves the International Confederation of Free Trade

Unions without a voice in Mexico. The only two Mexican unions affiliated with this international body joined the new local federation. They were the National Proletarian Confederation and the National Confederation of Labour.

Removal of the organizations affiliated with the ICFTU represents, says the despatch, a setback against efforts to enlist Mexican support against both the Communists' World Federation of Trade Unions, and the anti-American Peronista movement emanating from Argentina. Both forces have been attempting to make inroads into the Mexican labour scene.

U.S. Union to Investigate Before Local May Strike

The investigation of disputes by the international union before a local may strike has been provided for in a plan prepared by the United Gas, Coke and Chemical Workers of America (CIO). The plan, it is generally believed, was devised in order to avoid damage suits under the Taft-Hartley law which permits the suing of a union if a work stoppage violates a contract.

According to Martin Wagner, President of the union, the plan is designed to prevent strikes, if possible, by higher level negotiations and also to strengthen the local union by assuring it the full support of the international. No strike authorizations will be issued by the international while an investigation is being made.

Recently, the United States Supreme Court sustained a damage award of \$750,000 against the International Longshoremen's and Warehousemen's Union for unfair labour practices as defined by the Taft-Hartley Act.

According to the UGC & CW plan, all locals will inform the international union whenever negotiations with a company appear to be reaching a deadlock and a strike becomes possible. A three-man commission, made up of executive board members residing nearest the local involved, will investigate the dispute with both the employer and the employees. Once the local's position has been declared sound, the parent body will agree to strike action and will offer its full support.

It is pointed out that the investigation commission will not be used in each and every dispute. In many cases, where the issues are clearcut, strike authorization will be granted without investigation and upon application by the local and district officers of the union involved.

Productivity Council Planned in Britain

A testimony to the value of the work of the Anglo-American Council on Productivity is industry's decision to support plans for the formation of a British Productivity Council, to continue the promotion of industrial efficiency when the Council ceases to function on June 30.

The General Council of the Trades Union Congress has agreed to co-operate with employers' organizations in the United Kingdom in setting up the new Council. Nationalized industries and other organizations interested in the development of higher productivity in Britain's industries will also be represented on constituent bodies of the Council.

Since the formation of the Anglo-American Council four years ago, more than 40 productivity teams have visited various industries in the United States. Their findings are being published in a series of short reports.

Ease Joblessness With 35-Hour Week—TWUA

A 35-hour week to ease unemployment in the United States textile industry was recommended at the national convention of the Textile Workers' Union (CIO). The resolution proposed that Congress should effect the shorter work schedule for textile workers, with no cut in wages.

Charging that the slump in the textile industry was due to the "irresponsible profiteering and self-indulgence" of textile employers, Solomon Barkin, the union's research director, urged that prompt government measures be taken to protect workers in plants with union contracts. He also charged that a "conspiracy" existed between cotton producers and manufacturers to keep prices high.

"Repeal Taft-Hartley"

Guest Speaker Senator Hubert H. Humphrey of Minnesota urged the convention to press for repeal of the Taft-Hartley Act which, he said, had proved itself "everything that its worst critics said about it in so far as it applies to union labour." Labour, said Senator Humphrey, should not be satisfied with amendments, but should insist on outright repeal.

TWUA President Emil Rieve declared that the Taft-Hartley Act was being used by employers "to prevent union organization and to destroy those unions which now exist." Mr. Rieve deplored the atmosphere of "suspicion, distrust and bitterness"

created by the controversial act and suggested that self-interest had tended to "nullify the intent of Congress."

More than 2,000 delegates attended the conference, the seventh biennial convention of the union, held this year in Cleveland.

Union Finances Mortgage For N.Y. Housing Project

A \$7,500,000 co-operative housing development in New York's East Side is being financed by the International Ladies Garment Workers' Union. Housing will be provided for 1,600 families at an average rental of \$17 per room.

The housing project is not restricted to garment workers. Only one-third of the new living units, planned for completion in 1954, will be occupied by ILGWU workers and their families.

Loan is Insured

The ILGWU, one of the richest unions in the United States, in entering the field of mortgage financing is departing from traditional union practice of investing union funds in government bonds. The mortgage loan is, however, insured by the Federal Housing Administration.

Commending the union, headed by David Dubinsky, for its "initiative, good sense, and patriotic endeavour" in using its own funds to develop housing, the *New York Times* declared that the project "will benefit not only union members but their communities as well."

Labour Minister Speaks On Pakistan's May Day

"The Government will not tolerate the exploitation of one class by another," declared Dr. A. M. Malik, Minister of Labour in Pakistan, speaking at a May Day celebration in Karachi. For the first time, May Day celebrations were officially recognized in Pakistan this year. No disturbances were reported.

In a veiled reference to Communist influences on Pakistan's infant industry, Dr. Malik charged that a "section of the people" want to establish a labour system which will create "more want and more poverty," which, he said, would contain "the germs of political diseases."

Dr. Malik, pointing out that Pakistan was still in the making stage of its industrial traditions, emphasized the reliance which the Government of Pakistan placed on the International Labour Organization, not only for technical experts working in the country, but also for "guidance in the formulation of policies and programs."

Extracts from Hansard of Interest to Labour

Income Tax Deductions

April 21

Mr. Knowles:

1. Has the Government been advised of a decision of the Exchequer Court of Canada to the effect that the expenses of lawyers attending conventions of the bar association are to be allowed as deductions for income tax purposes?

2. If so, what was the date of such decision, and by whom was it given?

3. Has the Government taken any steps to amend the Income Tax Act in respect of the matter noted above?

4. Has the Government received any requests from trade unions that a similar deductibility be allowed in connection with the expenses of trade union delegates attending trade union conventions?

5. Has the Government taken any steps to amend the Income Tax Act to put trade unionists and other similar groups into whatever position obtains for lawyers with respect to the deductibility of convention expenses for income tax purposes?

6. If not, is consideration being given by the Government to such an amendment?

Mr. Sinclair:

1. No. It is aware, however, of a decision of the Income Tax Appeal Board on this subject. In the case of *H. F. Parkinson v. Minister of National Revenue*, an appeal was allowed against a previous disallowance by the Minister of a claim for deduction from the appellant's personal income of expenses incurred and paid personally by him in attending a convention of the Canadian Bar Association. The Minister disallowed the deduction as the appellant had personally paid the expenses and sought to deduct them from his income in reporting his personal income rather than as an expense against the partnership. It was held that there was no reason to differentiate between the procedure of deduction adopted by the appellant and that of deduction in the accounts of the partnership.

2. August 30, 1951. Mr. W. S. Fisher, Q.C., member of the Board.

3. No.

4. Yes.

5. No. Lawyers on salary are in exactly the same position as trade unionists and others working for salary or wages with respect to the deductibility of expenses for income tax purposes.

6. It is not the practice to disclose Government policy in giving answers to questions in the House.

Old Age Pensioners in B.C.

April 21

Mr. Laing:

1. In the month of February, 1952, how many British Columbia residents were registered under (a) the Old Age Security Act; (b) the Old Age Assistance Act?

2. What was the total sum paid under the Old Age Security Act for February, 1952?

3. What was the federal contribution towards the sum paid under the Old Age Assistance Act for the same month?

Mr. McCusker:

1. (a) 71,356; (b) 3,899.

2. British Columbia—\$2,853,960.

3. British Columbia—\$92,654.01. This amount includes payment for the month of January as well as February in certain cases.

Labour for Harvest, Seeding

April 23

Mr. H. R. Argue (Assiniboia): I should like to address a question to the Minister of Labour. Will the Government take immediate steps to provide necessary help for farmers who must carry out seeding and harvesting operations in western Canada within the next few weeks? Will the Government again make members of the armed services available for such work?

Hon. Milton F. Gregg (Minister of Labour): As to the first question, there will be rather a special farm labour situation in some areas of Saskatchewan over the period of the next several weeks, arising particularly from the additional requirements of spring harvesting operations now in process, which are in addition to the usual spring farm labour needs.

The agricultural employment officers of our National Employment Service in the prairie region are working hard on the recruitment of labour to meet this shortage, in conjunction with provincial agricultural officers. A concerted effort is being made to meet the short-time requirements—because it will only be a short time—from within the prairie region. Our officers are optimistic that as a result of these efforts there will be no serious shortage.

I would ask my hon. friend to suggest to any farmers in need of help that they get in touch with their provincial agricultural officer or with our nearest national employment officer, if they have not already done so. While the list of unemployed at our offices in the prairie region is down by 4,677 as at April 17, as compared with April 3, two weeks before, there are still in

the prairie region listed for employment some 33,000 male workers. Our officers will continue to do their best to deal with this situation.

Now, as to the second question, this is of course a matter of government policy, and therefore even though I were sure, which I am not at this moment, that the necessity existed, I would not be able to make any comment on it because it affects other departments, particularly the Department of National Defence.

Pensions for the Disabled

April 28

Mr. E. A. McCusker (Parliamentary Assistant to the Minister of National Health and Welfare): Mr. Speaker, I wish to table a supplementary answer to a question of the hon. member for Battle River (Mr. Fair) which was first answered on March 12, 1952, as found at page 352 of *Hansard*. The question is as follows:—

1. Did the various provincial governments undertake a survey to find out, among other things, the number of physically incapacitated persons in Canada?

2. If so, has the survey been completed?

3. What are the particulars disclosed regarding the number, age, and financial standing of those disabled persons?

4. Will a pension scheme be introduced at the present session to relieve the distress of those persons?

The answer is as follows:—

1, 2 and 3. See reply tabled on March 12, 1952, *Hansard*, page 352.

4. The experience of foreign countries suggests that disability pensions should be closely associated with rehabilitation services which are designed to restore the disabled person to productive employment. Without remedial health, vocational guidance and training services, the cost of disability pensions may run unnecessarily high, without achieving this goal. On February 20, 21 and 22 the National Advisory Committee on Rehabilitation of Disabled Persons set up as a result of last year's conference in Toronto, held its first meeting. It will review all aspects of the needs of disabled persons, and make recommendations from time to time.

Our new old age assistance and old age security programs will between them provide pensions for an estimated 45,000 totally and permanently handicapped persons. Allowances for blind persons will provide financial aid for approximately 8,500 more this year. Approximately 160,000 disabled veterans are receiving pensions and an additional number are being looked after under war veterans allowances.

Through the national health grants program substantial assistance is available to the disabled as follows:—

(a) The Government has provided for a sum of more than \$4 million for a tuberculosis control grant part of which is available for "the provision of free treatment including rehabilitation".

(b) There is provision for a crippled children's grant of over \$500,000 "to assist the provinces in an intensive program for the prevention and correction of crippling conditions in children, rehabilitation and training".

(c) Under the general public health grant very substantial sums are available to extend diagnostic and treatment services for those afflicted by arthritis and rheumatism or polio.

(d) The Government has provided for a sum of more than \$5 million, part of which is available for the rehabilitation of backward children and of mentally ill patients, under the mental health grant.

The provinces, under well-established workmen's compensation plans, provide pensions for the victims of industrial accidents. Approximately one-third of the cases in receipt of mothers' allowances are the result of disabilities which impair earnings. Some provinces offer special allowances for persons suffering from tuberculosis, and Newfoundland and Ontario have in recent years provided incapacitation allowances.

The province of Ontario has at its 1952 session just passed legislation providing for disability pensions. There is no indication at the present time that other provinces intend to follow this example.

It is the intention of the federal Government to work in close co-operation with the provinces and interested organizations in a constructive approach to the complex problems involved in the various types of disabilities which impair the ability of individuals to work.

U.S. Workers in Canada

April 29

Mr. Howard C. Green (Vancouver-Quadra): I should like to direct a question to the Minister of Citizenship and Immigration. Will the minister take steps to investigate the complaint of the Vancouver Building Trades Council (AF of L) that United States workers are being allowed into Canada to fill jobs which Canadian workers could do, more particularly on the very large projects in British Columbia such as the Alcan project, the smelter expansion at Trail, the Capilano dam construction and the oil pipe line project from Edmonton to Vancouver?

Hon. W. E. Harris (Minister of Citizenship and Immigration): I am grateful to the hon. member, Mr. Speaker, for drawing this matter to my attention. We have not had any complaints up to the moment, but as he has said there are some we shall investigate immediately and I shall advise the House.

May 6

Mr. Howard C. Green (Vancouver-Quadra): Is the Minister of Citizenship and Immigration in a position now to reply to a question I asked him concerning employment of United States workers in some of the very large projects under way in British Columbia?

Hon. W. E. Harris (Minister of Citizenship and Immigration): At the same time that the hon. member for Vancouver-Quadra drew this to my attention I also received letters from the Minister of Fisheries (Mr. Mayhew) and several other members from the province of British Columbia. I have since received rather lengthy reports from four or five companies against which there have been some complaints. Without putting them on *Hansard* in full, I should be glad to show them to any hon. members who would care to come to see them.

I might state briefly, however, that this is the situation:—

The Northern Construction Company employs 2,000 Canadian workmen, and seven United States citizens. These seven United States citizens consist of one project manager, three superintendents, one tunnel walker, and two civil engineers.

The Mannix Company Limited have ten United States citizens and 1,130 Canadian employees. Of the ten United States citizens there are one project manager, two superintendents, one assistant superintendent, three foremen, two construction machine operators, and one general office manager.

The Morrison Knudsen Company have 3,100 Canadian employees and 99 American personnel. Then there follows a long list of this personnel.

In general the policy is to admit skilled foremen, and the like, who are permanent employees of these construction companies. I am informed by the companies that they have some difficulty inducing these people to come to Canada to supervise the work because they say that wages are higher in the United States than they can obtain in Canada. Nevertheless we do grant temporary entry to those who, it would appear, could be used to advantage in construction work and thus give employment to Canadians engaged in that work. At the same time it is not the policy of the Government to admit persons unless they have a real contribution to make.

The personnel representatives of the companies have been in touch with this Department and with the Department of Labour. They are most anxious to co-operate and to secure their requirements through the National Employment Service.

Wage Schedule, Canso Causeway

April 30

Mr. Clarence Gillis (Cape Breton South): May I be permitted to direct a question to the Minister of Transport? If and when

the master contract for the Canso causeway is let, will the Department of Transport, in co-operation with the Department of Labour, attach to that contract a wage schedule that is fair to the many areas in Nova Scotia from which labour and technical personnel will be drawn?

Hon. Lionel Chevrier (Minister of Transport): Mr. Speaker, . . . the answer is that schedules of labour have been arranged by the Department of Labour, showing minimum rates of wages for all classes of labour, which will be attached to the contract or contracts entered into by the Department of Transport for the construction of the Canso causeway.

Voluntary Revocable Check-off

May 6

The House resumed consideration of the motion of Mr. Knowles for the second reading of Bill No. 3, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

Hon. Milton F. Gregg (Minister of Labour): . . . I am not going to attempt to make the same points I tried to make when the bill came up last year. Amongst other things I said then that I would give close study to the pros and cons of this question, and I have tried to do that. Nothing I have seen has caused me to believe that it is a very bad thing to adopt the voluntary check-off when it has been arranged by agreement between the two parties concerned. I think it has many things to commend it, just as so many other items agreed to by collective bargaining have much to commend them. While the present Industrial Relations and Disputes Investigation Act is not to everyone's desire, and perhaps would be a sorry document if it were, on the whole it works very well.

Of one thing I have become quite sure, in connection with this effort in encouraging industrial peace in Canada; the spirit of good will and co-operation between the two bargaining parties is of far greater importance than trying to make the act so tight, so rigid and mandatory in the hope that it might be able to cover all contingencies that might come up from time to time. We in the federal Department of Labour have been doing our very best to help create the kind of industrial atmosphere in Canada in which peace and good labour relations might flourish. For the past year and a half I have heard from time to time the most forceful exhortations from those speaking on behalf of wage-earners generally. In this House and even more especially outside it I have been told in

no uncertain terms in reference to what happened here in September of 1950, in connection with the railway strike, that the principle of compulsion must not—and I repeat must not—be allowed to creep anywhere into our permanent labour legislation.

I take that to mean that if it is possible to avoid it, government legislation should not compel either side to agree to any bargaining item normally coming under collective bargaining. I will admit that the Industrial Relations and Disputes Investigation Act does have some compulsory provisions. For example, there is the provision that an agreement must not be for less than one year. These compulsory provisions, however, apply to both parties. I am not going to say for a moment that never again should the act be amended so that this principle might be included. It may be that the time may come when this amendment should be included in the act as part of a well balanced over-all review, based on a reasonable period of experience in its present form.

I am fully aware that there are members in all parts of this House who feel that that time may be now, and I have the greatest respect for their views. But I do maintain that we can afford to go slowly as we have done in adding further compulsory items and particularly a compulsion which, for the first time in federal legislation, would impose duties on one party to collective bargaining and not upon the other. I should like to be sure also that the establishment of the principle of Parliament determining such questions as are now active in the area of industrial self-government does not run against the long term best interests of organized labour itself. I am confirmed in this let-well-enough-alone attitude when I reflect that Parliament made it quite clear in Section 6 of the original Act that there is no restriction whatever on the rights of parties to collective agreement to include such a provision.

I should like to repeat that this Government is not opposed to the voluntary check-off in those industries coming under the federal labour code. But the Government feels that, for the present at least, the check-off should be made effective only through a freely negotiated agreement by means of collective bargaining.

Mr. Paul E. Côté (Verdun-La Salle): . . . During the debate which was opened by the hon. member for Winnipeg North Centre (Mr. Knowles) on April 1, members will have noticed that the discussion tended to show the desirability of applying the

principle of the voluntary revocable check-off to industries under federal jurisdiction, without placing too much emphasis on the method which is being advocated to attain that aim. We all agree on the soundness of this principle of the voluntary revocable check-off as the least possible measure of union security to which the trade unions of this country are entitled.

I am afraid, though, that a member who has been listening to the debates which have gone on in the past years, and again this year under this bill, has been misled in some way since the whole discussion has been on the principle of the check-off, the development of check-off provisions in the country, and so on. Figures have been given showing what the situation is in the manufacturing industry, for instance. Tonight I should like to discuss the effect that the passage of this bill would have on the Act which it proposes to amend, the Industrial Relations and Disputes Investigation Act. The bill is directed at inserting in this act a subsection 3 to Section 6, which is one of the sections under the heading of "Unfair labour practices", and which would operate upon the request of any certified trade union to compel the employer to comply with the procedure of the voluntary revocable check-off. My point is this. Even if all the members in this House were to agree on the principle of the voluntary revocable check-off, and wished to see it applied in all plants in this country where the workers are properly organized, the method advocated in this bill to achieve that end within the field of federal jurisdiction is wrong and objectionable.

I have taken the same stand in past debates on the same subject and it is the stand I am taking today against this bill. . . . As it is now nine o'clock and I should like to proceed further, I move the adjournment of this debate.

Advisory Council on Manpower

May 7

Mr. Thatcher:

1. How many times has the National Advisory Council on Manpower met since its inception?

2. What has been the total cost of the council to date?

Mr. Côté (Verdun-La Salle):

1. The National Advisory Council on Manpower has met four times since its inception.

2. \$5,687.72.

Cost-of-Living Index

May 8

Mr. Diefenbaker:

1. What are the particulars of the composition of the present cost-of-living index?
2. What are the various elements making up the present cost-of-living index?
3. In the prospective cost-of-living index, what changes are going to be made as far as the addition of further elements is concerned, or the removal of any now included?

Mr. McIlraith:

Composition of the present cost-of-living index.

1. Purpose.—The Dominion Bureau of Statistics cost-of-living index measures the influence of changes in retail prices of goods and services, upon the cost of a representative urban wage-earner family budget.

Each index figure is a percentage which shows the relationship between the dollar cost of the index budget at a specified time, and the corresponding cost of the same budget in a reference period. The bureau's reference period now is the five-year interval 1935 to 1939, and the average cost of the index budget for this period is represented by 100.0. The comparable cost at March 1, 1952 was 189.1 per cent of its base period cost. This figure of 189.1 becomes the cost-of-living index for March, 1952.

The index budget.—The index budget was calculated from annual purchases reported by a group of 1,439 typical wage-earner families in the following cities: Charlotte-town, Halifax, Saint John, Quebec, Montreal, Ottawa, Toronto, London, Winnipeg, Saskatoon, Edmonton and Vancouver. These expenditures covered the year ending September, 1938.

The survey families averaged 4.6 persons and the majority had two or three children. Family earnings in many cases were supplemented by minor sources of income; total incomes for these families were heavily concentrated between \$1,200 and \$1,600. They ranged, however, from as low as \$600 up to about \$2,800 per annum. There were approximately two tenant families to every one home-owning family, and about one family in three operated a motorcar.

Group Index Numbers

The index budget is divided into six expenditure groups for which separate indexes are calculated; these are foods, fuel and light, rent, clothing, home furnishings and services, and miscellaneous items. Each group contains a list of items sufficiently large to make it representative of the merchandise field covered. It would be possible to add many more minor items without

affecting the movements of the composite cost-of-living index by any significant amount. These additions would lengthen the time required to calculate the index and impose a greater burden upon firms making price reports, without improving the accuracy of the index. In many cases accuracy might be reduced, as comparisons on a quality basis are not possible over a long period. This would be true of style merchandise such as women's hats. The cost of all these omitted items is included in group weights, which represent all expenditures falling within the six groups noted above. The base period food weight of 31 per cent, for example, was calculated from total food costs reported by survey families, although the food index includes only 46 items which represent about 75 per cent of a representative family's food expenditure.

Foods.—Prices used in calculating food indexes are collected on the first business day of each month from approximately 1,600 stores covering independent and chain grocers and butchers. Quotations for each of the 46 budget items are averaged and then multiplied by the budget quantity for each individual item to find the cost for that item. These individual cost figures are added together to find the total cost of the food budget; this figure is then expressed as a percentage of the corresponding reference period cost to produce the food index.

Fuel and Light.—Separate indexes are calculated for coal, coke, gas and electricity. The two last mentioned are reckoned from monthly bills for quantities which are typical of consumption in the cities represented. The bill for each city is weighted by the number of domestic consumers in order to calculate dominion indexes. The coal index also takes account of typical amounts consumed in different areas and of the population of each city represented in the index. Price changes for coal are related to kinds used in the greatest quantity in each area.

Shelter.—Changes in shelter costs are determined by movements of rents. Since 1948 changes in shelter costs have been determined by data obtained from rent surveys inaugurated by the special surveys division of the Dominion Bureau of Statistics. The surveys are taken four times a year, in March, June, August and November. The rent index, is calculated from a matched sample of households. That is, the aggregate rent paid by a group of households at a given point in time is compared with the aggregate rent paid by the same group of households for the same living quarters at the next point in time. By using a matched sample for each survey

period, variations due to changes in the sample and to non-response are eliminated. The index is, therefore, a measure of the change of rent paid for the same accommodation. Rent reported is the cash rent paid in all cases regardless of minor changes in the services provided. Serious difficulties are involved in attempting to assess the money value of services, such as those provided by janitors, and it is not practical to attempt to adjust the index for variations in the amenities or services provided by the landlord. However, when there are changes in the amount of accommodation or space rented, the cases are eliminated from the comparison. Rent for commercial premises is specifically excluded from the calculation of the index. Thus, cases in which the rent covers both living quarters and commercial space are excluded from the aggregates from which the index is calculated. Usually, the rent index is not adjusted until one month after each survey period.

Clothing.—The clothing index has been based upon a carefully selected list of men's and women's apparel. It includes no children's clothing, and omits some items of adult clothing which are of considerable importance, such as women's dresses for afternoon and evening wear, women's hats, men's hats and gloves. Unusual difficulties in maintaining continuous price series on the same quality of goods occur in clothing due to style and seasonal changes which must be excluded from price comparisons based upon quality. The items in the clothing index have been selected to represent the basic materials entering into clothing in approximately the same proportions as they would be found in a complete clothing budget. Some of the items chosen to represent basic materials form a comparatively small portion of a complete budget, but are useful in measuring clothing price trends because of their standard construction. Women's woollen hose afford an example of such items. The index contains 33 items of clothing, piece goods and footwear, and price series for these have been examined individually over a period of years to test their reliability. Most apparel now is composed of six basic materials, cotton, wool, rayon, nylon, leather and rubber. The Bureau uses a clothing list of 33 items with the knowledge that a limited but accurate price series will measure the trend of clothing prices better than a large list including items which fluctuate widely in price due to style and seasonal factors. Department stores are the source of Bureau clothing prices. These distributors handle approximately one-third

of the Dominion's clothing trade, and make monthly price returns to the Bureau, especially designed for the cost-of-living index.

The Bureau of Statistics is concerned not only with the accuracy of prices reported, but also with the comparative quality of goods priced from month to month. It considers a decline in quality to have the same effect upon living costs as a rise in price. Field representatives have been given special instructions and training regarding this matter, and price schedules for clothing (and home furnishings) have been specially designed for the reporting of quality changes in addition to the recording of comparative prices.

Home Furnishings and Services.—The home furnishings and services index is a composite of nine subgroups, including two sets of service costs in addition to actual furnishings. The nine subgroups are: furniture, electrical equipment, floor coverings, textile furnishings, hardware, dishes and glassware, cleaning supplies, laundry and telephone. The complete group accounted for 9 per cent of the base period index budget cost, placing it next to clothing in importance. It is similar to clothing also in many details of construction. The data for furniture, electrical equipment, floor coverings, textile furnishings, hardware, dishes and glassware are obtained from department stores and the same principle of the representation of basic materials by a comparatively small number of items is used. There are 8 items of furniture, 3 of electrical equipment, 3 of floor coverings, 4 of textile furnishings, 6 of hardware, 2 of dishes and glassware, 4 of cleaning supplies, 3 laundry rates, and one type of telephone service.

Miscellaneous.—Five subgroups, health maintenance, personal care, transportation, recreation and life insurance comprise the miscellaneous index. This list does not exhaust all remaining family living expenditures, but most of those which are left, such as church contributions, support of dependents, etc., cannot be treated in the same way as items which are bought and sold. The index takes no account of these items which amounted to only 3 per cent of average wage-earner family living expenditures reported in the Bureau's 1938 survey.

The health section is based upon prices for 6 items of household medical supplies, 2 kinds of hospital service, 3 types of doctors' fees, and rates for 6 types of dental service. In view of the stability of fees for doctors, dentists and hospitals, these records are collected only at annual intervals, while

medical supplies are priced quarterly. Records of practically all miscellaneous subindexes are collected from 23 of the larger cities, chosen to give adequate regional representation.

Personal care costs are represented by 9 items of toilet requirements plus fees for men's haircuts and shaves.

Three kinds of transportations are represented in the transportation subgroup: motor car, street car and railway. The two latter present no special problems, but motor car operating costs are more difficult to measure. The Bureau's record is based upon service station prices of gasoline, licence fees, tires and wage rates for garage mechanics. It is assumed that depreciation is 35 per cent of operating costs, and that for car owners as a group it remains constant from year to year.

The recreation section includes records of motion pictures theatre admissions, and newspaper, magazine and tobacco costs.

The life insurance index is based upon premiums for ordinary non-participating life policies, since these appear to give the closest possible approximation to the cost of pure risk. Averages of premiums for ages 20, 35 and 50 years have been used covering the records of 11 large companies.

The Cost-of-Living Index Calculation

There are two stages in the calculation of each of the six principal group indexes from which the composite number is calculated. In the first stage, the general procedure is to multiply current price averages by budget quantities. These products are added together and the resultant aggregate divided by a corresponding base period aggregate. This number is multiplied by 100.0 to secure a subgroup index for the current period. The index is then multiplied by a subgroup weight indicative of the cost of goods in this subgroup relative to all goods in the group. When all subgroups have been weighted similarly, the group index is found by adding up this second set of products and dividing by 100.0. This routine is repeated to secure the final composite cost-of-living index. The second and third stages of weighting are made necessary by the fact that it is not feasible to include all items in the family budget.

3. Addition of further elements to the prospective index, and the removal of old ones:

Final decisions remain to be made on a few items in the new budget, but in total the new index will be calculated from prices of approximately 225 items as compared with the present list of 160. Additions to foods will include a considerable number of

fresh fruits and vegetables; and items of children's wear will be added to the clothing index. In addition to rents it is planned to price the principal home-ownership costs if certain technical difficulties can be overcome. Fuel oil will be added and the list of household equipment and services has been expanded. The other commodities and services index will include a number of additional items, in particular, a wider representation for transportation and recreation. Life insurance premiums will be dropped because they include a large element of savings, while the other major element, risk, is related to future rather than current purchasing power measurements.

Civil Service Employees' Associations

May 12

Mr. Knowles:

1. What is a recognized civil service association?

2. Does the Civil Service Commission, the Cabinet, the minister at the head of a department, or some official under the minister grant recognition? If not, who does grant such recognition?

3. What conditions or requirements must be met by an organization before recognition is granted?

4. What are the names of all recognized civil service associations?

5. When was each such association recognized, and by whom?

6. Does the Government discourage or prohibit the formation of new associations of civil service employees?

7. What is the policy of the Government with respect to the formation of new associations of civil service employees?

8. Has this policy ever been communicated to senior administrative officials in the Civil Service? If so, when, and to what officials?

Mr. Bradley:

1, 2 and 3. There is no formal definition of "a recognized civil service association".

4 and 5. As indicated above, there are no "recognized civil service associations". There are known to be over one hundred staff associations or organizations and it is not possible to compile a complete and accurate list. The following eleven staff organizations have been named by Order in Council as entitled to direct and separate representation on the national joint council of the public service of Canada:—

The Civil Service Federation of Canada, The Amalgamated Civil Servants of Canada, The Professional Institute of the Public Service of Canada, The Civil Service Association of Ottawa, The Federal Association of Letter Carriers, The Association of Canadian Postal Employees, The Canadian Railway Mail Clerks Federation.

The Customs and Excise Officers Association, The Canadian Taxation Division Staff Association, The National Unemployment Insurance Commission Association, The Department of Veterans Affairs Employees National Association.

6. No.

7 and 8. The Government does not interfere in the formation of new associations of civil service employees.

Decline in Housing Construction

May 13

Mr. George H. Hees (Broadview): . . .

The number of houses started in the years 1948 to 1950 inclusive remained constant at about 94,000 units per year. In 1951 the number of new houses started was 72,000. That is a reduction of 24 per cent during the past year.

No less a person than Mr. Mansur, President of the Central Mortgage and Housing Corporation, has estimated that the number of new houses which will be built during the present year will be between 55,000 and 60,000 units. That means that today we are building 42 per cent fewer houses per year than we were building two years ago.

Why has there been such a sharp reduction in the number of houses built last year, and which are being built this year? I believe it is due largely to the abolition of the one-sixth mortgage loan provision of the National Housing Act. . . .

According to the latest report of the Central Mortgage and Housing Corporation, an income of at least \$3,300 is required to meet the debt services in a minimum house today. I should like to quote from that report as follows:—

On the assumption that an average family cannot afford more than about 23 per cent of its income for shelter, the average prospective homeowner in 1950 required a gross income of about \$2,700 to purchase a new minimum house. By the end of 1951, family income of about \$3,300 was required to meet the debt service on a similar house.

An income of considerably more than \$3,300 is required before the money now required for down payment can be set aside. Because of the abolition of the one-sixth mortgage loan, it is generally agreed that a man must earn at least \$5,000 a year, for at least five years, in order to set aside the \$2,500 or more which is now required as down payment on a minimum house. This means that people whose incomes are less than \$5,000 a year are virtually excluded from buying

a new house. This defeats the very purpose of the Government's existing housing legislation.

If shortages of materials, caused by our defence program, made necessary a reduction in the number of houses built, then the sacrifices should have been shared as evenly as possible by all social groups. To impose restrictions which made it impossible for those with incomes below \$5,000 to buy new houses, and to impose no restrictions whatsoever on those with larger incomes, was completely unfair and unjust. It is a clear case of rationing by the purse.

What has made the situation even worse is that the 200,000 immigrants whom the Government is bringing into the country each year largely come within the low income group. These people must be housed, and they have simply increased the housing pressure on those who have had new housing denied to them.

Mr. John Hunter (Parkdale): . . . I have a couple of suggestions which I would like to make to this House. I think we have reached the point in the progress of this country when it may well be that the time has arrived to face the question of housing on a somewhat different basis. . . . I would suggest that with the enormous prosperity in this country, and our very high national income, we should certainly consider at this point whether the time has not arrived when we shall have to take a somewhat different approach to the question of housing.

I suggest that we might arrive at it from the opposite approach and decide not so much what the lending value will be but how much the down payment will be. I know that in the United States that has been done in some areas under their FHA. Perhaps their down payment is too low. It may be that when the person purchases in the United States under the FHA he has not a sufficient stake in that property to guarantee that he will look after it and give it the necessary care and attention which it really needs. I therefore suggest that the down payment which we have in this country should be somewhat higher than theirs. I would suggest that the time has come to consider whether instead of a mortgage loan, we should consider that the down payment should be fixed at the sum of \$1,000. I know that in the United States it has been suggested that this is \$400 or \$500. I would hesitate to endorse that lower down payment, because I am afraid that people might think it was merely a cheap rental over a period of time, and take no responsibility for the property. But even with the \$1,000

down payment, I would suggest that you would still have to take some precautions and change the terms of your mortgage so that you would then have much greater protection for the lending institution or the Central Mortgage and Housing Corporation. If you are going to have the \$1,000 down payment, it may well be that you will have a certain number of people who will regard the property as very cheap at that price, with those low payments and low carrying charges, and you may find that they will regard it as something that they can give up at any time and move out. I would therefore suggest that there should definitely be a provision in any mortgage containing supervisory powers. Supervisory powers should be contained in the mortgage. If you are going to have a house sold on that small down payment, Central Mortgage and Housing Corporation and/or the lending institution should have the power to supervise that property, keep it in repair if the owner fails to do so, and add the additional cost thereof to the principal of the mortgage.

Let me give you an example. If after two or three years the painting is bad, and the house needs painting, the lending institution or the supervising authority should certainly have the power to go in there and request that it be painted, and if it is not painted, paint it themselves and add the cost of the painting to the mortgage and have it amortized over the monthly payments for say two years.

These are suggestions I put forward. I do not think they are entirely unfeasible. I think eventually we are going to have to reach a different approach to the problem. It may be that the time has not arrived, but it is certainly time for considering it, with our national economy at an all-time high today.

I have another suggestion to offer. It is that we get out of the first mortgage field entirely; that is, Central Mortgage and Housing Corporation, and get into the second mortgage field. I suggest that the first mortgage field be left for the lending institution, which will then lend up to 60 per cent of the value of the property, and that Central Mortgage and Housing Corporation encourage or discourage housing by the increasing or decreasing of the size of the second mortgage. There would be one advantage in not changing the position of the lending institutions. They would still be operating in their normal way at all times; whereas with changes in the National Housing Act from time to time the lending institutions, until they get

accustomed to these changes, have a tendency to drop out of the field and then gradually come in again.

Government Employees Compensation Act

May 19

Hon. Alphonse Fournier (for Minister of Labour) moved the second reading of Bill No. 195, to amend the Government Employees Compensation Act.

Mr. Green: Will the parliamentary assistant make a statement?

Mr. Paul E. Coté (Parliamentary Assistant to the Minister of Labour): . . . The hon. member asked this question, as reported on page 1975 of *Hansard* of May 7:—

Will the proposed amendment be wide enough to cover the case of a rehabilitation officer of the Department of Veterans Affairs who develops tuberculosis through contact with patients say in one of the military hospitals.

A little further on he asked this question.

There would probably be similar cases in the Indian Affairs branch, in which some government official would come in contact with tuberculosis but would not be eligible for assistance under the Act.

This type of case is one which could be considered for compensation under the amended section. The question of whether or not compensation would be payable would depend on the facts of the case. The degree or extent of the exposure of an employee to disease in carrying out his duties as rehabilitation officer or otherwise would be a very important consideration. There is a considerable difference in the amount of exposure to disease by an employee such as a nurse or doctor or attendant who devotes the major part of his time to the care of tuberculosis patients and is thus thoroughly exposed to the disease, and the case of an employee, for example a rehabilitation officer, whose duties may bring him into contact with patients in a hospital at much less frequent intervals. Since the degree of exposure in the latter case is much less there would probably be greater difficulty in establishing that the employee contracted the disease through contact with patients in the course of his employment. I hope that answers satisfactorily the questions raised by my hon. friend.

I do not think this bill is very controversial. Its purpose is to extend the coverage of the Act. This Act has worked

satisfactorily in the past. It was enacted in 1918 and has been amended only twice since, in 1931 and 1951 . . .

I would remind hon. members that under the provincial Workmen's Compensation Acts there are types of disease which are not fully covered. The definition of industrial disease contained in the Ontario Act is the widest in scope that we could find. We could get along with the Ontario Act and the Acts of the provinces west of Ontario and provide the coverage that we

are interested in securing for certain types of employees in connection with diseases which they may contract in the performance of their duties but with this amendment the Governor in Council will have the authority and power to extend to the maritime provinces and the province of Quebec the privileges now enjoyed under other provincial legislation.

Motion agreed to, bill read the second time and the House went into committee thereon.

Co-ordinator of Rehabilitation Services for Civilian Disabled has been Appointed

Ian Campbell of Toronto named to new post. Until appointed to Ottawa he was Director of Old Age Assistance for Ontario and once served as Superintendent of Workmen's Compensation Board Convalescent Centre

The federal Government announced in June the appointment of Ian Campbell, of Toronto, as National Co-ordinator of Rehabilitation Services for the Civilian Disabled.

Previous to accepting his new position, Mr. Campbell was for some years associated with rehabilitation programs carried on by the Ontario Provincial Government. At the time of his appointment, Mr. Campbell was Director of Old Age Assistance for Ontario, and previous to this was Superintendent of the Workmen's Compensation Board Convalescent Centre at Malton, Ontario.

Mr. Campbell's new job will be to supervise a long-range rehabilitation program to co-ordinate the efforts of public and private agencies throughout Canada who are working on behalf of disabled persons who have no veteran's or workman's compensation help and who cannot earn their own living. It has been estimated that there are about 150,000 persons in Canada in this category.

The first steps toward a country-wide rehabilitation program were taken when the federal Government called a National Conference in Toronto, in February, 1951. The Conference was attended by representatives of all provinces, voluntary agencies, Canadian universities, and the federal Departments most concerned with rehabilitation, National Health and Welfare, Veterans Affairs, and Labour.

In making the announcement on behalf of the three Departments headed by Hon. Paul Martin, Hon. Hugues Lapointe and himself, Hon. Milton F. Gregg said:—



Ian Campbell

Will Supervise Rehabilitation Program

"I am sure that everyone who knows Mr. Campbell, and that would include most persons in Canada who have been directly connected with rehabilitation matters, will be happy to know that we have been able to acquire a man of his experience and background for this exacting job. His work

(Concluded on page 773)

The Normal Work Week, Canadian Manufacturing (as of October 1, 1951)

Normal work week of *plant employees* decreased by about three-quarters of an hour during 1951. National average at October 1 was 43.6 hours. Only 23 per cent of plant workers in manufacturing now work more than 45 hours weekly; 70 per cent (65 per cent in 1950) on a five-day week

Average weekly hours worked by *office employees* in manufacturing were 38.6 at October 1, 1951. Proportion of office workers on a five-day week increased during 1951 from 69 per cent to 76 per cent. Of the office staff on 5-day week 60 per cent were working 37½ hours or less

A decrease of about three-quarters of an hour in the average length of the normal work week of plant employees in manufacturing during 1951 brought the national average down to 43.6 hours as of October 1, 1951. Seventy per cent of the plant workers in manufacturing were on a 5-day week at the date under review as compared with 65 per cent in October, 1950, and in about half the cases it was of 40 hours' duration. Only 23 per cent were working in plants where the weekly schedule was more than 45 hours.

Average weekly hours worked by office employees in manufacturing at October 1, 1951, were 38.6. This was somewhat less than the average for October, 1950. There was an increase in the proportion of office workers in manufacturing on a 5-day week from 69 per cent in 1950 to 76 per cent in 1951. Of office employees who were on a 5-day week, approximately 60 per cent were working 37½ hours or less.

In this article, based on returns received from 6,500 manufacturing establishments employing about three-quarters of a million plant workers and 156,000 office workers, the normal work week for plant employees is viewed according to three principal breakdowns: by industry, by province, and by five cities chosen for their industrial importance and geographical representativeness. For office employees, the breakdown is by province and by five cities.

The "normal" work week, as defined for purposes of the survey, is the usual number of hours worked by most of the employees, exclusive of any temporary overtime or short time. (Figures for the "normal" work week as set forth in this article may be

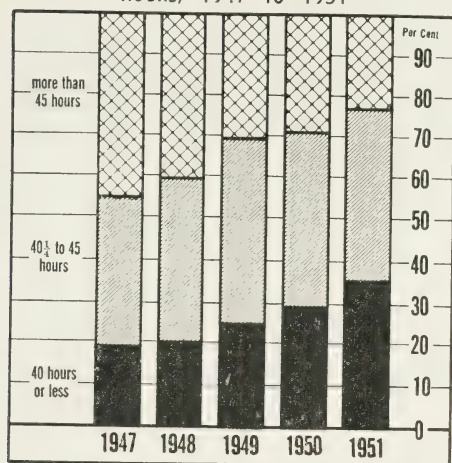
contrasted with figures showing the average hours actually worked, which reflect the influence of overtime, short time, part time, broken employment and temporary absenteeism, and which are set forth each month in Tables C-4, C-5, and C-6 of the Labour Statistics section of the *LABOUR GAZETTE*. See page 103 of the January issue for figures applying to October, 1951.)

PLANT EMPLOYEES

The decrease in average weekly hours for plant employees since 1947 has been about 2 hours. To a large extent, the shortening of the work week has been effected by the elimination of Saturday work. Employees on a 5-day week constituted about half the total plant workers in 1947 whereas in 1951 this proportion had reached 70 per cent. In 1947, about 30 per cent of the plant workers in manufacturing were on a 48-hour schedule and about 19 per cent on a 40-hour one. By 1951, only 14 per cent were on a 48-hour week while more than 35 per cent were working 40 hours normally. The pattern of change in these concentrations over the past five years is seen in the following table:—

	Normal Weekly Hours	Percentage of Workers		
		1947	1949	1951
	40 and under	18.9	25.1	35.8
Over	40, under 44	2.4	6.5	13.4
	44	14.4	16.7	11.5
	45	19.2	20.9	16.7
Over	45, under 48	4.7	3.8	2.3
	48	30.3	20.1	14.4
Over	48	10.1	6.9	5.9

DISTRIBUTION OF PLANT EMPLOYEES IN MANUFACTURING BY NORMAL WEEKLY HOURS, 1947 TO 1951



Provincial Legislation*

The average normal work week in most provinces is well below the maximum set by legislation. Statutory restriction of factory hours of work takes varying forms in Canada. Five provinces have special statutes limiting hours: Alberta, British Columbia, Manitoba, Ontario, and Saskatchewan. In New Brunswick and Quebec, factory legislation places some restrictions on working hours of women, and boys under 18.

*For details concerning provincial legislation affecting hours, see the bulletin "Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest Day and Workmen's Compensation", issued annually by the Legislation Branch, Department of Labour.

During the year ending in October, 1951, there was no change in the provisions of any of these statutes regarding maximum hours of work. A summary of these maximum weekly hours is as follows:—

	Maximum Hours
New Brunswick (women, and boys under 18)	54
Quebec	55
Ontario	48
Manitoba:	
Men	48
Women	44
Saskatchewan	44
Alberta	48
British Columbia	44

Further important restrictions are imposed on some classes of factories by Orders in Council under the Quebec Collective Agreement Act or by industrial standards schedules in Alberta, Ontario, and Saskatchewan. Some provinces also have special provisions with respect to boys and girls under 16. Under all provincial Hours of Work Acts, the administrative authority has power to permit exceptions to the regulations for specified reasons.

Normal Work Week by Industry

The normal work week of plant workers in the 17 major industrial groups† is shown

†The industrial groupings of the manufacturing industries used in this article follow those contained in the *Standard Industrial Classification Manual*, published by the Dominion Bureau of Statistics in 1948.

TABLE 1A—NORMAL WEEKLY HOURS: PLANT EMPLOYEES: CANADA TOTALS
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Establishments		Employees	
	Number	Per Cent	Number	Per Cent
Under 40	70	1.1	4,524	.6
40	1,825	28.0	271,154	35.2
Over 40 and under 42	39	.6	3,667	.5
42	122	1.9	37,571	4.9
42 1/2	282	4.3	36,894	4.8
Over 42 1/2 and under 44	90	1.4	24,570	3.2
44	1,068	16.4	88,813	11.5
Over 44 and under 45	21	.3	1,370	.2
45	967	14.8	126,983	16.5
Over 45 and under 48	287	4.3	17,553	2.3
48	1,012	15.5	111,155	14.4
Over 48	742	11.4	45,387	5.9
Total	6,525	100.0	769,641	100.0

TABLE 1B—NORMAL WEEKLY HOURS: PLANT EMPLOYEES: BY PROVINCE
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40.....	2.4	.2					1.4	.8	1.1	.7
40.....	6.0	13.3			7.5	35.8	4.3	5.0	24.0	21.2
Over 40 and under 42.....	3.6	.3			.5	.1			.4	.2
42.....			6.2	20.3	.5	.4	.7	.5	1.3	3.7
42½.....			6.2	2.1	.5	.5			3.1	4.7
Over 42½ and under 44.....	1.2	.5							1.1	.9
44.....	8.4	38.9	37.5	47.6	31.1	32.0	28.9	29.7	10.9	10.2
Over 44 and under 45.....	2.4	1.4			.9	.2	.7	2.1	.2	.1
45.....	1.2	1.3	6.2	4.7	2.4	1.7	3.5	7.8	12.7	20.0
Over 45 and under 48.....	1.2	.9	*	.8	1.4	.9	1.4	1.0	4.1	2.2
48.....	20.5	13.7	12.5	5.8	17.9	14.5	14.8	29.5	18.3	25.0
Over 48.....	53.1	29.5	31.4	16.4	37.3	13.9	44.3	23.6	22.8	11.1
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	83	7,524	16	616	212	19,979	142	13,519	1,665	241,019

* Establishments are distributed, in this table, according to the normal weekly hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

in Table 1C. In only three of these groups was the proportion of employees on the 40-hour week smaller than 20 per cent. Conversely, only in four groups was the proportion of those working over 48 hours per week higher than 10 per cent. The average length of the normal work week in each of the industrial groups as of October, 1951, was as follows:—

Industrial Group	Average Normal Weekly Hours
Food and Beverages.....	45.3
Tobacco Products.....	41.7
Rubber Products.....	42.3
Leather Products.....	44.8
Textile Products.....	44.9
Clothing.....	44.6
‡Wood Products.....	45.3
Paper Products.....	45.9
Printing, Publishing and Allied Industries.....	40.5
‡Iron and Steel Products.....	42.4
‡Transportation Equipment.....	43.5
‡Non-ferrous Metal Products.....	42.6
‡Electrical Apparatus and Supplies.....	41.6
‡Non-metallic Mineral Products... Products of Petroleum and Coal..	45.6
Chemical Products.....	41.2
Miscellaneous Manufacturing.....	42.3
	44.0

‡Durable manufactured goods industries.

Normal Work Week by Province

The over-all reduction in the manufacturing work week during 1951 was reflected in varying degrees in all ten provinces. (See Table 1B.) Newfoundland, Nova Scotia and Prince Edward Island showed the most substantial reductions, although hours there were comparatively high to start with. Lowest average hours were in British Columbia, followed by Ontario and the Prairie Provinces. Average normal weekly hours of plant employees in manufacturing are shown by province as follows:—

	1950	1951
Newfoundland.....	49.4	47.6
Prince Edward Island.....	46.4	45.3
Nova Scotia.....	46.0	44.4
New Brunswick.....	47.8	47.3
Quebec.....	45.8	45.3
Ontario.....	43.5	42.8
Manitoba.....	43.4	42.9
Saskatchewan.....	43.7	43.4
Alberta.....	43.5	43.5
British Columbia.....	41.8	41.5

In 1951, the predominance of the 40-hour week was greatest in British Columbia, followed by Ontario. Nova Scotia had a markedly higher proportion of workers on a 40-hour week (almost 36 per cent) than the other Maritime Provinces. This was attributable to a small number of large firms operating on this schedule; almost all the smaller manufacturing firms in Nova Scotia worked at least 44 hours.

TABLE 1B—NORMAL WEEKLY HOURS: PLANT EMPLOYEES: BY PROVINCE
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40.....	.9	.4	.6	.5	.....	.....	.....	.....	3.1	1.8
Over 40.....	27.8	41.8	37.8	37.0	18.1	26.3	18.5	29.9	56.4	60.3
Over 40 and under 42.....	.7	.7	.6	.5	.....	.....	1.2	.1	.6	.3
Over 42.....	2.0	4.2	1.8	4.9	6.2	14.7	3.5	13.3	2.3	14.2
Over 42 and under 44.....	6.4	5.8	6.3	11.4	.7	.2	1.5	1.5	1.4	.5
Over 44.....	1.9	5.7	1.5	2.3	.....	.....	2.7	3.0	.....	.....
Over 44 and under 45.....	11.5	7.7	24.6	20.6	44.4	41.0	24.7	21.7	33.3	19.2
Over 45.....	.3	.2	.9	.8	.....	.....	4.4	.1	.....	.....
Over 45 and under 48.....	22.5	19.4	5.7	6.0	.....	.....	14.3	5.2	.....	.....
Over 48.....	5.6	2.6	3.6	2.5	.....	.....	11.2	9.7	.....	.....
Over 48.....	16.2	9.6	12.4	12.0	27.1	15.9	19.7	14.5	.5	.6
Over 48.....	4.2	1.9	4.2	1.5	3.5	1.9	2.3	1.0	2.4	3.1
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	3,048	387,549	333	21,303	144	5,262	259	13,037	622	59,802

* Establishments are distributed, in this table, according to the normal weekly hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

Hours of work exceeding 48 were rare in Ontario and the West, but quite common in the Maritimes and Quebec among the smaller establishments.

Normal Work Week by City

In four of the five major cities for which information is shown in Tables 1D and 2C, the average normal work week conforms closely to the average of the province in which the city is situated. In Montreal, however, the normal week is almost two hours shorter than for the province of Quebec as a whole.

The average normal work schedule in the five cities for 1950 and 1951 is as follows:—

	1950	1951
Halifax	44.3	44.4
Montreal	44.0	43.5
Toronto	42.5	42.1
Winnipeg	43.0	42.6
Vancouver	41.0	41.1

In four of the five cities, the 40-hour week is predominant in manufacturing. In Halifax, however, almost two-thirds of the plant workers were on a 44-hour schedule.

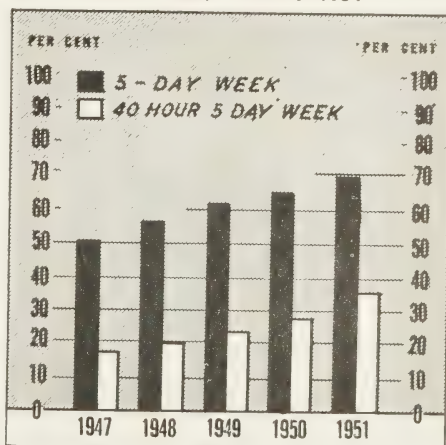
The Five-Day Week

The scope of the five-day week in manufacturing broadened in 1951 to include 70 per cent of the plant workers, from 65 per cent in 1950. About half of those on a five-day week were on a 40-hour schedule

as compared with 44 per cent a year earlier. The proportions of plant employees on a five-day week are shown below by industrial group, by province and by the major cities, arrayed in each case according to the proportions.

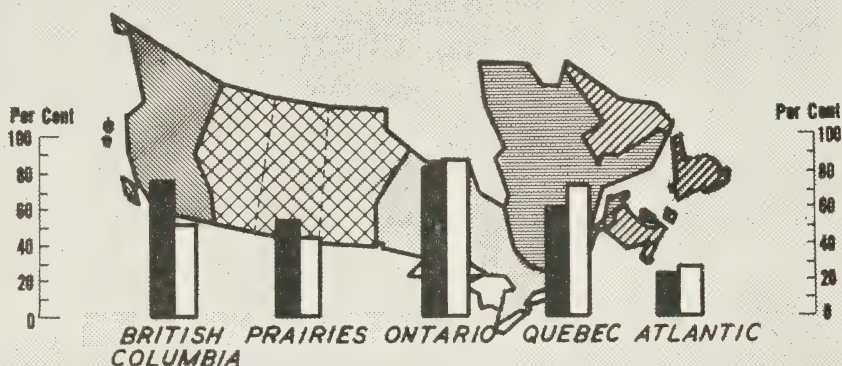
Industrial Group	Percentage of Employees on Five-Day Week
Electrical Apparatus and Supplies	99.0
Rubber Products	98.8
Tobacco	94.3
Iron and Steel Products....	90.3
Printing, Publishing and Allied Industries	87.5

PLANT EMPLOYEES IN MANUFACTURING ON A 5-DAY WEEK AND ON A 40-HOUR 5-DAY WEEK, 1947 TO 1951



MANUFACTURING EMPLOYEES ON A 5-DAY WEEK IN 1951 BY REGION

plant employees office employees



Industrial Group—Conc.

	Percentage of Employees on Five-Day Week
Clothing (Textile and Fur)	87.0
Miscellaneous Manufacturing	80.8
Leather Products	78.3
Chemical Products	77.3
Transportation Equipment	73.4
Products of Petroleum and Coal	72.7
Non-ferrous Metal Products	61.7
Wood Products	59.8
Textile Products (except Clothing)	57.0
Food and Beverages	45.9
Non-metallic Mineral Products	39.6
Paper Products	32.5

Province

Ontario	81.4
British Columbia	75.6
Manitoba	64.4
Quebec	60.1
Alberta	42.3
Saskatchewan	38.0
Nova Scotia	37.9
Newfoundland	14.8
New Brunswick	8.9
Prince Edward Island	2.1

City

Toronto	88.8
Vancouver	81.2
Montreal	80.4
Winnipeg	68.5
Halifax	16.9

OFFICE EMPLOYEES

The average normal work week of the 156,000 office workers in manufacturing covered in the 1951 survey was 38.6 hours. This is a decrease of about 12 minutes from the average for 1950, but the reduction, however slight, is in evidence in most of the provincial and city figures.

The most noticeable trend has been a decrease in the proportion of office employees working more than 40 hours and an increase in the proportion working less than 37½ hours. As shown in Table 3A, more than 10 per cent of office workers in manufacturing are working 35 hours a week or less. About half the office employees were on the payrolls of firms reporting a normal work week of 37½ hours or less, and more than three-quarters of them were on a 5-day schedule.

Changes in the distribution of white collar workers since 1949, according to the work schedules most commonly reported, are shown below:—

Normal Weekly Hours	Percentage of Workers	
	1949	1951
Under 37½	16.8	20.9
37½	29.0	28.5
Over 37½ and under 40	17.0	17.3
40	19.1	20.5
Over 40	18.1	12.8

Provincial Legislation

Legislation limiting hours of work in offices applies to the same provinces as that for factories, and provides for the same maximum hours of work.

Normal Work Week by Province

Eighty-four per cent of the total office employees were in establishments located in Quebec and Ontario where those on a 37½-hour or shorter week comprised 53 and 55 per cent of the respective totals.

A work week of 40 hours was common in the Prairie Provinces. In the Atlantic area, the majority of office workers was working under 40 hours but, as shown in Table 3B, substantial proportions were on a work week of 44 hours or longer except in Newfoundland.

Average normal weekly hours are shown provincially as follows:—

Province	Average Normal Weekly Hours	
	1950	1951
Newfoundland	39.6	39.0
Prince Edward Island...	42.7	43.4
Nova Scotia	39.0	39.3
New Brunswick	40.9	41.7
Quebec	38.9	38.5
Ontario	38.4	38.3
Manitoba	40.1	39.7
Saskatchewan	41.1	41.0
Alberta	40.9	40.7
British Columbia	40.5	39.6

Normal Work Week by City

The length of the work week in five major Canadian cities is shown in detail in Table 3C. A similar pattern is seen in the over-all distributions for Montreal and

Toronto, with the 37½-hour week being distinctly predominant. In Winnipeg, the greatest concentrations of employees were on a 40-hour schedule, and in Vancouver 37½ and 40 hours were the normal weeks for 31 and 26 per cent respectively. Average normal hours in the five major cities are as follows:—

	1950	1951
Halifax	37.9	39.4 ¹
Montreal	38.1	37.9
Toronto	39.1	37.6
Winnipeg	40.0	39.7
Vancouver	39.4	39.2

The Five-Day Week

About 76 per cent of the office workers in manufacturing were on a 5-day week in 1951. This compares with the proportion of 69 per cent existing a year previously. Increases in the proportions on the 5-day week in Quebec and Ontario, where more than four-fifths of the total number were located, were largely responsible for the over-all increase. In Quebec, the proportion rose from 63 to 72 per cent and, in Ontario, from 84 to 88. The five-day week was much more common in four of the major cities than in the province in which the city was located.

¹One large employer of office personnel increased the normal work week from 36½ to 39 hours in 1951.

MANUFACTURING EMPLOYEES ON A 5-DAY WEEK IN 1951 BY CITY

Plant Employees

Office Employees



Halifax
Montreal
Toronto
Winnipeg
Vancouver



each symbol represents 10% of the employees

TABLE 1C—NORMAL WEEKLY HOURS: PLANT EMPLOYEES: BY INDUSTRY
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Food and Beverages		Tobacco and Tobacco Products		Rubber Products		Leather Products		Textile Products (except Clothing)	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40.....	.2	.1	*	.1	*	.8	.4	.2	.6	.2
Over 40.....	13.5	21.5	20.0	54.4	36.8	50.3	18.7	14.6	18.6	25.7
Over 40 and under 42.....	.2	.1			3.3	5.7	1.4	.9	.6	.4
Over 42.....	3.1	7.5	23.3	27.3			1.1	1.4	2.0	4.0
Over 42 and under 44.....	2.1	2.5			3.3	1.4	4.6	4.6	2.3	2.0
Over 44.....	1.3	1.3							1.7	.5
Over 44 and under 45.....	20.5	17.0	16.7	.9	3.3	.1	12.0	13.2	10.8	14.4
Over 45.....	.2	.1					1.1	.9	.6	.2
Over 45 and under 48.....	10.4	11.5	20.0	12.7	36.8	37.4	24.2	37.2	20.1	16.5
Over 48.....	2.3	2.6			3.3	3.6	4.9	3.5	8.2	4.2
Over 48.....	29.8	23.7	13.3	3.4	3.3	.1	25.3	22.1	20.3	22.3
Over 48.....	16.4	12.1	6.7	1.2	9.9	.6	6.3	1.4	14.2	9.6
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	1,015	95,762	30	7,527	30	15,662	284	18,806	344	59,386

* Establishments are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

TABLE 1C—NORMAL WEEKLY HOURS: PLANT EMPLOYEES: BY INDUSTRY
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Clothing (Textile and Fur)		Wood Products		Paper Products		Printing, Publishing and Allied Industries		Iron and Steel Products	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40.....	1.1	1.1	*	.1	.7	.1	8.9	10.0	.3	.2
Over 40.....	52.3	45.5	20.3	35.2	16.0	11.7	63.4	71.1	26.9	48.5
Over 40 and under 42.....	.8	.4	.1	.1	1.1	.3	.2	.1	.4	.8
Over 42.....	2.8	3.5	.3	.3	3.2	6.1	1.3	1.0	.5	.4
Over 42 and under 44.....	2.6	2.4	1.8	.7	5.0	2.4	4.2	3.1	9.1	10.2
Over 44.....	1.7	1.7	.1	.2	1.8	.8	.2	.1	1.2	.6
Over 44 and under 45.....	14.5	13.1	18.2	12.7	9.6	12.5	15.0	9.7	15.8	5.9
Over 45.....	.7	.5	.1	.1					.4	.4
Over 45 and under 48.....	11.8	18.5	14.3	15.8	20.1	9.2	4.2	3.4	26.9	24.2
Over 48.....	3.8	4.6	4.6	3.2	3.5	.7	1.8	.8	5.5	1.1
Over 48.....	5.4	5.9	10.8	8.9	34.4	54.0	.4	.6	7.8	5.7
Over 48.....	2.5	2.8	29.4	22.7	4.6	2.2	.4	.1	5.2	2.0
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	834	59,533	748	58,711	282	62,141	450	26,791	780	127,073

* Establishments are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

TABLE 1C—NORMAL WEEKLY HOURS: PLANT EMPLOYEES: BY INDUSTRY
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Transportation Equipment		Non-ferrous Metal Products		Electrical Apparatus and Supplies		Non-metallic Mineral Products	
	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees
	%	%	%	%	%	%	%	%
Under 40.....	.2	.1	.6	.1	.6	.1	*	.1
Over 40.....	11.9	29.0	34.8	37.4	39.3	51.8	18.1	12.7
Over 40 and under 42.....	.5	.5	.6	.1	1.2	.2	.5	.1
Over 42.....	3.0	.1	1.1	24.6	4.9	12.2	2.3	3.1
Over 42½ and under 44.....	1.7	6.9	4.0	2.4	16.0	7.0	3.2	4.1
Over 44.....	19.7	14.4	2.9	.5	4.9	14.7	1.4	.3
Over 44 and under 45.....	.5	13.0	14.2	7.8	7.3	3.7	19.1	15.3
Over 45.....	6.0	.1	*	.1	.....	.....	.5	.1
Over 45 and under 48.....	9.0	20.1	20.0	14.4	18.4	8.6	16.8	13.8
Over 48.....	23.8	2.8	8.6	1.8	3.1	.7	2.7	3.2
Over 48.....	23.7	8.2	10.3	10.3	2.5	.3	20.9	32.0
Total Percentage.....	100.0	4.8	2.9	.5	1.8	.7	14.5	10.2
Total Establishments and Employees.....	599	100.0	175	100.0	163	100.0	220	100.0

* Establishments are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

TABLE 1C—NORMAL WEEKLY HOURS: PLANT EMPLOYEES: BY INDUSTRY
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing Industries	
	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees
	%	%	%	%	%	%
Under 40.....	*	.1	1.9	1.1	1.6	.6
Over 40.....	41.2	75.3	37.4	41.9	23.8	20.1
Over 40 and under 42.....	.....	.....	1.0	.3	2.5	1.2
Over 42.....	4.8	10.2	2.5	6.7	2.1	9.9
Over 42½ and under 44.....	.....	.....	6.7	8.7	10.9	13.7
Over 44.....	20.6	3.7	2.9	2.4	3.1	4.5
Over 44 and under 45.....	.....	.....	21.0	25.3	17.1	7.8
Over 45.....	.....	.....	.....	.....	.....	.....
Over 45 and under 48.....	.....	.....	11.7	5.9	20.7	24.1
Over 48.....	.....	.....	3.5	.8	1.6	1.0
Over 48.....	30.2	10.5	8.9	6.1	9.3	6.0
Total Percentage.....	3.2	.2	2.5	.8	7.3	11.1
Total Establishments and Employees.....	100.0	100.0	100.0	100.0	100.0	100.0

* Establishments are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

TABLE 1D—NORMAL WEEKLY HOURS: PLANT EMPLOYEES: 5 MAJOR CITIES
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Halifax		Montreal		Montreal		Winnipeg		Vancouver	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40.....			1.4	0.8	1.7	0.9	0.7	0.5	4.3	2.4
40.....	15.2	13.3	37.2	34.1	44.0	46.8	41.0	39.2	67.0	74.4
Over 40 and under 42.....	1.5	0.2	0.6	0.3	1.3	2.2	0.7	0.6	0.9	0.6
42.....	1.5	1.5	1.5	2.3	2.8	8.7	1.7	4.9	1.4	3.5
42 and under 44.....	1.5	1.6	3.8	7.5	10.7	9.2	7.0	12.6	1.9	0.6
Over 44.....			1.4	1.1	3.2	2.5	1.7	2.6		
44 and under 45.....	45.5	62.6	11.1	9.1	12.2	7.5	24.6	21.0	22.9	15.3
Over 45.....	1.5	0.3	0.2	0.1	0.3	0.1	1.0	0.9		
45 and under 48.....			13.4	24.2	13.3	16.0	6.0	6.5		
Over 48.....			4.7	2.2	3.4	2.2	3.3	2.6		
48.....	10.6	12.9	12.3	13.2	6.3	3.8	8.6	7.2	0.2	0.3
Over 48.....	22.7	7.6	12.4	5.1	0.8	0.1	3.7	1.4	1.4	2.9
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	66	5,675	979	120,219	1,127	108,462	300	19,148	423	36,093

The proportions of office employees by province and by the major cities are shown in descending order of magnitude as follows:—

Province	Percentage of Employees on Five-Day Week
Ontario	87.4
Quebec	72.1
British Columbia	50.8
Manitoba	50.0
Alberta	44.4
Newfoundland	34.6
New Brunswick	31.9
Saskatchewan	28.5
Nova Scotia	20.1
Prince Edward Island.....	2.3
City	
Toronto	92.3
Montreal	85.7
Vancouver	63.5
Winnipeg	50.2
Halifax	7.6

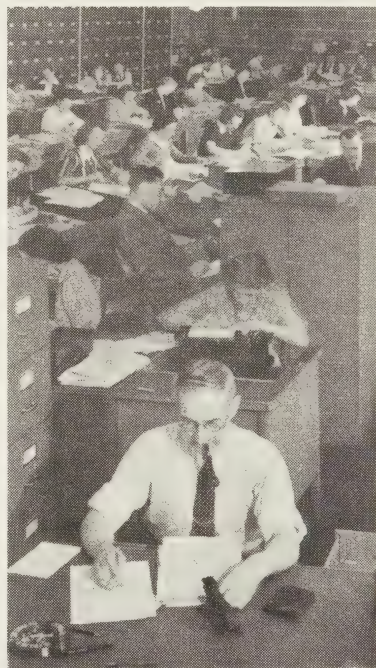


TABLE 2A—PLANT EMPLOYEES ON 5-DAY WEEK: CANADA TOTALS

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours		Establishments		Employees	
		Number	Per Cent	Number	Per Cent
Under 40	.....	64	1.6	4,224	.8
40	.....	1,789	45.9	264,310	49.3
Over 40 and under 42	.....	27	.7	3,261	.6
42	.....	88	2.2	25,514	4.8
42½	.....	276	7.1	36,246	6.8
Over 42½ and under 44	.....	74	1.9	23,620	4.4
44	.....	300	7.7	27,809	5.1
Over 44 and under 45	.....	9	.2	433	.1
45	.....	883	22.7	119,700	22.3
Over 45 and under 48	.....	131	3.4	9,734	1.8
48	.....	176	4.5	15,677	2.9
Over 48	.....	80	2.1	6,009	1.1
Total	.....	3,897	100.0	536,537	100.0

TABLE 2B—PLANT EMPLOYEES ON 5-DAY WEEK: BY PROVINCE

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40	*	.8					9.1	6.7	1.7	1.1
Over 40 and under 42	71.4	89.6			69.7	94.3	36.4	4.8	39.3	34.8
42	14.3	.7							.6	.2
Over 42½ and under 44			100.0	100.0	4.3	1.1			1.9	2.4
44					4.3	1.2			4.8	7.5
Over 44 and under 45					8.7	.4			1.6	1.2
45									11.3	8.8
Over 45 and under 48	14.3	8.9			13.0	3.0	45.4	87.8	.1	.1
48							9.1	.7	4.2	2.5
Over 48									8.6	6.6
Total Percentage	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	6.4	3.5
Total Establishments and Employees	7	1,112	1	13	23	7,577	11	1,207	999	144,734

Normal Weekly Hours	Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40	1.2	.5	1.0	.3					4.8	2.3
Over 40 and under 42	38.6	50.1	64.9	57.2	65.6	56.5	69.7	56.8	85.7	78.9
42	.8	.9	.5	.7					.5	.3
Over 42½ and under 44	2.3	4.0	2.1	6.4	12.5	30.5	7.5	23.7	1.5	14.6
44	8.9	7.1	10.6	17.6	3.1	.5	6.1	3.5	2.2	.6
Over 44 and under 45	2.5	6.9	1.0	.4			1.5	2.1		
45	6.6	4.0	7.4	5.0	18.8	12.5	6.1	8.4	4.8	2.5
Over 45 and under 48	.3	.1	.5	.1			9.1	5.5		
48	30.2	22.5	8.9	9.2						
Over 48	4.0	1.9	1.0	1.1						
Total Percentage	.6	.2							.5	.8
Total Establishments and Employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees	2,166	315,633	191	13,711	32	1,998	66	5,519	401	45,194

* Establishments are distributed, in this table, according to the normal weekly hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

**TABLE 2C—NORMAL WEEKLY HOURS: PLANT EMPLOYEES ON 5-DAY WEEK:
BY INDUSTRY**

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Food and Beverages		Tobacco and Products		Rubber Products		Leather Products		Textile Products (except Clothing)	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40.....						-8	-5	-3	-9	-3
Over 40.....	42.2	39.0	30.0	57.6	38.6	50.5	28.2	18.5	27.5	44.6
Over 40 and under 42.....					3.8	5.7	1.1	1.0	.4	.5
Over 42.....	5.4	10.3	35.0	29.0			1.1	.6	2.1	4.8
Over 42 and under 44.....					3.8	1.4	6.6	5.9	3.4	3.4
Over 44.....	1.4	1.1							3.6	.9
Over 44 and under 45.....			10.0	.4	3.8	.1	6.1	9.3	3.0	2.5
Over 45.....	8.8	8.9					1.1	.6	.9	.3
Over 45 and under 48.....			25.0	13.0	42.4	37.7	36.5	46.8	27.5	20.8
Over 48.....	21.4	21.6			3.8	3.7	6.1	4.4	9.4	7.1
Over 48 and under 48.....					3.8	.1	11.6	11.9	15.0	9.6
Over 48.....	9.9	9.9					1.1	.7	7.3	5.2
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	294	43,964	20	7,098	26	15,467	181	14,729	233	33,835

* Establishments are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

**TABLE 2C—NORMAL WEEKLY HOURS: PLANT EMPLOYEES ON 5-DAY WEEK:
BY INDUSTRY**

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Clothing (Textile and Fur)		Wood Products		Paper Products		Printing, Publishing and Allied Industries		Iron and Steel Products	
	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees	Estab-lish-ments	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 40.....	1.1	1.2			1.3	.2	10.3	10.9	.2	.2
Over 40.....	60.0	52.1	43.5	58.5	28.4	36.3	75.8	79.1	35.0	53.7
Over 40 and under 42.....			.3	.1	1.3	.5	.3	.1	.5	.9
Over 42.....	3.1	3.6	.3	.3	3.2	12.5	.8	.7	.7	.4
Over 42 and under 44.....			3.7	1.2	8.2	6.5	4.9	3.5	11.8	11.3
Over 44.....	2.8	2.6	.3	.3	3.2	2.1			1.5	.7
Over 44 and under 45.....			7.3	4.9	6.3	5.5	4.9	3.2	6.7	3.4
Over 45.....	11.2	11.2							.2	.1
Over 45 and under 48.....			30.5	26.1	34.2	27.1	2.7	2.4	34.3	26.4
Over 48.....	.3	.3			3.8	1.6	.3	.1	4.2	1.0
Over 48 and under 48.....			3.5	2.2	6.9	6.5			3.3	1.3
Over 48.....	2.5	2.8	4.3	2.6	3.2	1.2			1.6	.6
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	713	51,760	347	35,145	158	20,205	368	23,437	600	114,712

* Establishments are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

**TABLE 2C—NORMAL WEEKLY HOURS: PLANT EMPLOYEES ON 5-DAY WEEK:
BY INDUSTRY**

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Transportation Equipment		Non-ferrous Metal Products		Electrical Apparatus and Supplies		Non-metallic Mineral Products	
	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees
	%	%	%	%	%	%	%	%
Under 40.....	-6	-1	-8	-1	-6	-1		
Over 40.....	46.4	39.5	44.1	51.2	41.6	52.3	39.2	32.2
Over 40 and under 42.....	2.0	-7			1.3	-2		
Over 42.....			-8	15.1	5.2	12.3	2.9	15.5
Over 42½ and under 44.....	11.9	9.4	5.1	3.8	16.9	7.1	6.9	10.5
Over 44.....	6.0	19.5	2.9	-7	5.2	14.8	2.0	-5
Over 44 and under 45.....	5.3	2.7	3.1	7.0	5.8	3.3	2.0	-7
Over 45.....	-7	-1	*	-1			1.0	-2
Over 45 and under 48.....	21.9	27.3	25.0	18.1	19.5	8.7	34.2	32.6
Over 48.....	3.3	-5	8.8	2.3	1.3	-4	2.0	-7
Over 48½.....	1.3	-1	2.9	1.4	1.3	-2	4.9	2.8
Over 48.....	-6	-1	1.5	-2	1.3	-6	4.9	4.3
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	151	69,876	136	21,290	154	37,268	102	7,371

* Establishments are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

**TABLE 2C—NORMAL WEEKLY HOURS: PLANT EMPLOYEES ON 5-DAY WEEK:
BY INDUSTRY**

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing Industries	
	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees
	%	%	%	%	%	%
Under 40.....			2.5	1.5	2.0	-7
Over 40.....	89.2	98.0	49.6	54.2	29.7	24.5
Over 40 and under 42.....			-8	-3	3.4	1.6
Over 42.....	3.6	1.3	2.9	8.2	2.0	11.4
Over 42½ and under 44.....			8.8	11.2	14.1	16.9
Over 44.....	3.6	-2	3.4	2.7	4.1	5.6
Over 44 and under 45.....			13.9	13.4	10.8	4.7
Over 45.....						
Over 45 and under 48.....			14.3	7.2	27.0	29.8
Over 48.....	3.6	-5	1.7	-4	1.4	-9
Over 48½.....			2.1	-9	4.1	2.6
Over 48.....					1.4	1.3
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	28	7,062	238	23,376	148	9,947

* Establishments are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

**TABLE 2D—NORMAL WEEKLY HOURS: PLANT EMPLOYEES ON 5-DAY WEEK:
5 MAJOR CITIES**

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Halifax		Montreal		Toronto		Winnipeg		Vancouver	
	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees	Estab- lish- ments	Emp- loyees
	%	%	%	%	%	%	%	%	%	%
Under 40.....			1.8	1.1	1.9	1.0	1.1	0.4	5.5	2.9
40.....	71.5	77.9	50.5	41.5	50.7	51.2	65.5	56.8	85.6	90.6
Over 40 and under 42.....			0.7	0.2	1.4	2.4	0.5	0.8	0.6	0.5
42.....	7.1	9.1	2.0	2.5	2.8	7.3	1.6	5.9	0.6	1.5
42½.....	7.1	9.5	5.0	9.0	12.2	10.1	10.8	18.3	2.5	0.8
Over 42½ and under 44.....			1.7	1.2	3.5	2.8	1.1	0.5		
44.....	14.3	3.5	10.6	8.1	8.5	6.5	7.0	4.7	4.6	2.4
Over 44 and under 45.....			0.1	0.1	0.3	0.2	0.5	0.1		
45.....			17.3	29.4	14.9	16.3	8.6	9.2		
Over 45 and under 48.....			3.4	1.7	1.6	0.9	1.1	1.2		
48.....			4.2	4.1	2.0	1.2	2.2	2.1		
Over 48.....			2.7	1.1	0.2	0.1			0.6	1.3
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Establishments and Employees.....	14	961	707	96,645	971	96,364	186	13,120	326	29,344

TABLE 3A—NORMAL WEEKLY HOURS: OFFICE EMPLOYEES: CANADA TOTALS

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Establishments		Employees	
	Number	Per Cent	Number	Per Cent
Under 35	94	1.8	2,132	1.4
35	588	11.3	13,953	8.9
Over 35 and under 37½	341	6.6	16,613	10.6
37½	706	13.6	44,536	28.5
Over 37½ and under 40	615	11.8	27,024	17.3
40	1,066	20.6	32,160	20.5
Over 40 and under 44	475	9.2	10,412	6.6
44	657	12.7	5,578	3.6
Over 44	645	12.4	4,110	2.6
Total	5,187	100.0	156,518	100.0

TABLE 3B—NORMAL WEEKLY HOURS: OFFICE EMPLOYEES: BY PROVINCE
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec	
	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 35.....					.6	.1	*	.2	3.0	2.7
Over 35.....					.6	15.5	1.0	.6	11.3	10.2
Over 35 and under 37½.....	3.1	2.1			9.3	5.0	2.8	7.6	7.8	11.3
Over 37½.....	1.5	30.7			1.8	3.3	1.0	5.5	12.4	28.7
Over 37½ and under 40.....	7.7	36.6	7.1	10.0	19.3	53.7	21.0	30.0	11.2	18.3
Over 40.....	4.6	1.2	14.3	4.6	7.5	2.0	8.5	12.8	19.5	14.3
Over 40 and under 44.....	15.4	12.6	14.3	40.0	10.6	4.5	10.5	9.8	11.9	7.5
Over 44.....	24.6	8.2	42.9	39.2	20.5	10.8	25.7	14.6	8.0	2.6
Over 44.....	43.1	8.6	21.4	6.2	29.8	5.1	29.5	18.9	14.9	4.4
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Offices and Employees.....	65	1,629	14	130	161	3,438	105	1,672	1,392	45,023

* Offices are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

TABLE 3B—NORMAL WEEKLY HOURS: OFFICE EMPLOYEES: BY PROVINCE
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 35.....	1.6	.8	3.3	4.2	.9	.4	1.0	.8	.4	.1
Over 35.....	16.3	9.3	2.9	3.8	1.7	3.2	2.6	.8	5.0	4.7
Over 35 and under 37½.....	7.7	11.8	4.9	5.9	2.6	1.9	1.5	2.1	2.2	6.7
Over 37½.....	18.6	32.4	7.8	8.3	.9	.7	4.1	7.3	11.2	22.8
Over 37½ and under 40.....	11.9	15.5	13.9	17.5	10.3	17.2	11.8	13.2	9.2	11.0
Over 40.....	20.8	23.4	25.8	33.3	12.9	30.7	16.9	39.8	31.8	22.5
Over 40 and under 44.....	6.8	4.1	11.1	11.6	11.2	20.4	13.3	16.4	7.8	19.0
Over 44.....	7.1	1.5	22.1	13.1	34.5	19.0	22.6	13.2	31.0	13.0
Over 44.....	9.2	1.2	8.2	2.3	25.0	6.5	26.2	6.4	1.4	.2
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Offices and Employees.....	2,394	87,386	244	4,020	116	1,391	195	3,066	500	8,733

* Offices are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

TABLE 3C—NORMAL WEEKLY HOURS: OFFICE EMPLOYEES: 5 MAJOR CITIES
Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours	Halifax		Montreal		Toronto		Winnipeg		Vancouver	
	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees
	%	%	%	%	%	%	%	%	%	%
Under 35.....			3.8	2.8	.6	.4	3.6	4.6	.6	.1
Over 35.....	*	.04	15.4	12.0	21.5	9.6	3.2	4.1	5.4	4.2
Over 35 and under 37½.....	14.8	5.9	7.1	10.3	6.9	9.9	5.0	5.4	2.6	8.0
Over 37½.....	5.5	5.7	16.6	38.4	25.4	50.0	8.2	7.6	14.2	31.0
Over 37½ and under 40.....	20.4	70.8	9.4	16.1	10.9	9.1	14.6	18.2	10.3	11.5
Over 40.....	9.3	1.1	21.8	12.3	21.6	17.0	26.5	33.5	34.9	26.2
Over 40 and under 44.....	11.1	2.0	10.1	5.5	5.8	2.8	11.9	12.2	7.4	6.8
Over 44.....	25.9	13.5	6.9	1.1	4.4	.7	21.5	12.5	24.0	12.1
Over 44.....	13.0	1.0	8.9	1.5	2.9	.5	5.5	1.9	.6	.1
Total Percentage.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Offices and Employees.....	54	2,005	812	30,426	902	34,953	219	3,710	350	5,600

* Offices are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

TABLE 4A—OFFICE EMPLOYEES ON 5-DAY WEEK: CANADA TOTALS

Manufacturing Industries of Canada, October, 1951

			Offices		Employees	
Normal Weekly Hours			Number	Per Cent	Number	Per Cent
Under 35	35	.....	76	2.6	1,372	1.2
Over 35	35 and under 37½	.....	575	20.2	13,805	11.6
	37½	.....	232	8.2	13,551	11.4
Over 37½	37½ and under 40	.....	674	23.7	43,262	36.4
Over 40	40	.....	209	7.4	15,972	13.4
Over 40	40	.....	853	30.0	28,741	24.2
	40	.....	224	7.9	2,140	1.8
Total			2,843	100.0	118,843	100.0

TABLE 4B—OFFICE EMPLOYEES ON 5-DAY WEEK: BY PROVINCE

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours		Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec	
		Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees
		%	%	%	%	%	%	%	%	%	%
Under 35	35	.....	.....	.....	.....	8.3	76.2	*	.2	4.9	2.0
Over 35	35 and under 37½	.....	.....	.....	.....	8.3	1.7	10.0	10.7	8.2	12.0
Over 37½	37½ and under 40	20.0	3.7	.....	.....	25.0	16.6	10.0	17.2	22.1	39.2
Over 40	40	20.0	6.7	.....	.....	41.7	4.8	40.0	40.4	6.0	14.1
Over 40	40	40.0	.9	100.0	100.0	16.7	.7	40.0	31.3	27.2	16.5
Total Percentage	.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Offices and Employees		5	564	1	3	12	692	10	534	751	32,458

Normal Weekly Hours		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
		Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees
		%	%	%	%	%	%	%	%	%	%
Under 35	35	1.9	.8	6.7	4.1	.....	.....	.....	.....	.4	.1
Over 35	35 and under 37½	22.9	10.6	7.8	7.7	13.3	11.3	10.4	1.7	9.5	9.0
Over 37½	37½ and under 40	9.2	12.0	7.8	7.8	*	1.0	.....	.4	2.6	6.1
Over 40	40	25.4	36.1	17.7	16.0	6.7	2.5	14.6	15.5	22.4	38.3
Over 40	40	8.5	13.8	6.7	17.0	.....	.....	4.2	4.5	3.4	4.0
Over 40	40	25.7	25.3	45.5	45.7	66.7	83.8	50.0	68.8	56.5	38.4
Total Percentage	.....	6.4	1.4	7.8	1.7	13.3	1.4	20.8	9.1	5.2	4.1
	.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Offices and Employees		1,679	76,394	90	2,002	15	397	48	1,362	232	4,437

* Offices are distributed, in this table, according to the hours reported for male employees. The entry shown in the adjacent column under "Employees" comprises female workers only.

TABLE 4C—OFFICE EMPLOYEES ON 5-DAY WEEK: 5 MAJOR CITIES

Manufacturing Industries of Canada, October, 1951

Normal Weekly Hours		Halifax		Montreal		Toronto		Winnipeg		Vancouver	
		Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees	Offices	Emp-loyees
		%	%	%	%	%	%	%	%	%	%
Under 35	35	.....	.....	5.5	2.2	4	.4	7.0	4.5	.5	.1
Over 35	35 and under 37½	.....	.....	23.3	13.8	25.8	10.3	8.1	8.2	8.4	6.3
Over 37½	37½ and under 40	10.0	7.8	7.8	11.1	8.0	10.3	7.0	6.6	2.1	3.9
Over 40	40	30.0	75.2	25.2	44.2	29.9	53.4	17.4	14.5	25.3	45.4
Over 40	40	.....	.....	4.2	14.3	7.8	7.6	7.0	18.3	4.2	5.1
Over 40	40	40.0	13.7	25.6	12.2	23.3	16.4	46.5	46.6	55.3	37.2
Total Percentage	.....	20.0	3.3	8.4	2.2	4.8	1.6	7.0	1.3	4.2	2.0
	.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Offices and Employees		10	153	524	26,088	752	32,277	86	1,862	190	3,555

Laval University Holds 7th Annual Convention on Industrial Relations

All aspects and effects of inflation thoroughly discussed at two-day conference in Quebec, theme of which was "Wages and Prices". Eight prominent men addressed the gathering, which numbered 500 persons

Wages and prices, the two poles between which most employer-employee relations revolve, were the subject of a thorough study at the 7th annual convention* on industrial relations at Laval University, held at Quebec on April 21 and 22 last.

Some 500 delegates, including employer and union representatives, provincial and federal government officials, and representatives of co-operative associations and of social agencies, attended. Each of the eight lectures was followed by a free discussion of views bearing on subjects related to wages and prices, of which the leitmotif was inflation.

The convention president, Gérard Tremblay, Quebec's Deputy Minister of Labour and Director of the Department of Industrial Relations at Laval, introduced the theme. He gave a brief outline of the eight subjects to be studied by the delegates, a summary of each of which is given below.

The president pointed out that, even though the solutions resulting from the discussions may not be accepted, they will help us to gain a better understanding of the complexity of modern economic life and will bring about a better understanding of human society and of the reality of its distress, which "must always be exceeded by the extent of its hopes".

Monsignor Alphonse-Marie Parent, P.A., Vice-Rector of Laval University, also addressed the first session of the convention and pointed out that this was not "a convention with a view to popularization, but a really scientific convention".

*Themes of the six previous conventions were: industrial relations in Quebec (1946); collective agreements and union security (1947); forms of labour-management co-operation (1948); technique of labour relations (1949); wage structure (1950); and security in the worker's family (1951). The discussions of the 1950 and 1951 conventions were reported in the *LABOUR GAZETTE* (June, 1950, p. 817 and June, 1951, p. 794).

Nature, Effects and Causes of Inflation

Roger Dehem, professor of Political Economy in the Industrial Relations Section of the University of Montreal, first speaker at the convention, spoke on inflation and its nature, effects and causes.

Stating that a general price increase may be considered as the effect of a more fundamental phenomenon, Mr. Dehem suggested a definition of inflation: "an economic condition characterized by a surplus of demand on the majority of markets". Going into detail, Mr. Dehem added: "Inflation is a condition where the value of the total demand for goods exceeds the value of the total supply."

The speaker then explained that there are two kinds of inflation, "open" and "disguised". "It is open," he said, "when the price structure is free to adjust itself in order to reabsorb the lack of balance; it is disguised when the price structure is frozen." We then have a lasting lack of balance, he said.

The effects of open inflation, according to Mr. Dehem, are revealed, on the one hand, by a certain ineffectiveness: economic calculations are falsified by the abnormal and unexpected distortions of the price structure, causing a loss of efficiency in production and less satisfaction on the part of consumer-depositors; and, on the other hand, by social injustice, as there comes about an arbitrary redistribution of incomes.

Mr. Dehem declared it was a dangerous mistake to think that the damage wrought by open inflation could be prevented by price control.

"Under disguised inflation," he added, "the price structure is frozen and cannot operate as a regulator of economic activity. Markets being out of balance, resources are allocated either on the "line-up" principle, or at the discretion of producers and middlemen, or according to priority rules laid down by the Government.

As to the causes of inflation, the speaker said: "the general surplus of demand over supply may come from a relative contrac-

tion of supply in relation to demand, or form an expansion of demand greater than that of supply."

Mr. Dehem emphasized three sound features of Canada's policy which have had a deflationary effect:—

The Canadian Government balanced its books with a surplus for six consecutive years, which allowed it to reduce the national public debt by 17.5 per cent since 1946. Secondly, the monetary policy of the Bank of Canada was more restrictive than in the United States. From May, 1950, to February, 1952, the long-term rate of interest in Canada rose from 2.72 per cent to 3.50 per cent, an increase of 28 per cent; while in the United States, the rate went up from 2.23 per cent to 2.71 per cent in the same period, an increase of 21 per cent. Furthermore, since September, 1950, Canada has had the good fortune of freeing the rates of exchange, thus giving the Canadian authorities more freedom of action to protect themselves from the deficiencies of Washington's economic policy.

Mr. Dehem added that the present recession, as in 1949, though more distressing for some, represents an improvement in the economic system as a whole.

As a conclusion to his paper on inflation, the speaker suggested that inflation is a phenomenon which transcends the individual. "The latter can only try to protect himself, or make the best of forces beyond his control. The control of these forces is essentially the responsibility of the Government and of the monetary authorities."

Effects of Inflation on Wages, Prices and Profits

Emile Gosselin, LL.L., M.A., Secretary and Director of Research in the Department of Industrial Relations at Laval University, considered the effects of inflation, illustrating his lecture by statistics on the Canadian economy.

He began by making a distinction between the effects of a simple rise in prices, which stimulates production and causes wages to go up by reason of the competition for better labour, and the effects of inflation when production does not increase, in spite of increased prices and wages, and purchasing power depreciates constantly for both the directors of concerns and for workers and consumers.

Mr. Gosselin divided his treatise into three periods: the period from 1939 to 1945, marked by a readjustment of the economy and by controls; the period from 1945 to 1949, which saw the abolition of controls and inflation; and finally, the

period* from 1949 to 1951, which saw the outbreak of the Korean war and the accumulation of inventories.

During the first period, Mr. Gosselin explained, "prices rose because of the general increase in production and the considerable volume of purchasing power, but the supply did not exceed the demand. Controls prevent inflation, but they make possible an accumulation of savings which may start inflation if the controls are removed at the wrong time. This is what happened between 1945 and 1949, especially from 1946 to 1948."

Having analysed the rise in national production and the cost of living as well as the increases in wholesale and retail prices during the second period (1945 to 1949), Mr. Gosselin drew the following conclusions:—

- (a) National production increased very little from 1945 to 1949.
- (b) There was an exaggerated rise in prices, which increased faster than wages.
- (c) The wage-earner was in the same position in 1949 as in 1945, if his hourly and weekly wages are considered in 1945 dollars.
- (d) Corporations improved their position in relation to labour in the revenue of concerns as a whole and with regard to personal income. Profits rose faster than wages during the inflationary period from 1945 to 1949.

The third period, according to Mr. Gosselin, saw the war in Korea start a race for supplies of all sorts. After giving a statistical analysis of these years, the speaker drew the following conclusions:—

- (a) From 1949 to 1951 there was a sudden rise in prices out of all proportion to the increase in production.
- (b) In order to keep his purchasing power at the 1945 level the worker had his wages raised, but in many sectors he was not successful.
- (c) In the meantime, corporations improved their position with regard to the total amount of revenue originating in concerns. The same is true if profits are compared to the personal income of labour.

Who were the victims of this inflation? Mr. Gosselin, with figures to support his statements, claimed that the victims were chiefly:—

- (a) Those whose only income consisted of savings.
- (b) In general, those whose incomes did not rise as fast as the cost of living; in particular, a great many workers

for whom the increase in wages was less than the increase in the cost of living.

- (c) Some employers whose margin of profit, already heavily taxed, was decimated by the depreciation of the dollars in their reserve.
- (d) The beneficiaries of insurance policies.
- (e) Unorganized groups such as consumers and workers not belonging to trade unions, where bargaining power is weak.

Setting of Wages in accordance with the Cost of Living

The final speaker on the first day, Jean Paul Ferland, M. Soc. Sc., Assistant Director of the Conciliation and Arbitration Service of the provincial Department of Labour, considered the question whether increasing wages in accordance with the cost of living constitutes an effective means of fighting inflation.

He first divided wage increases into two groups: "non-automatic" increases, without permanent and direct connection with the cost of living; and "automatic" increases, which vary in direct proportion to the cost-of-living index.

After mentioning the stable nature of automatic increases, Mr. Ferland stated that the cost-of-living bonus, which reflects the regular increase in the cost of living, "is nonetheless a palliative and not an actual wage increase".

From his analysis, Mr. Ferland drew the following conclusion:—

Price and wage increases are but the result of inflation brought about mainly by the scarcity of products which an already increased buying power has made so precious that it causes their selling price to rise.

Consequently, an increase in production, among other means to combat inflation, would be much more effective than a wage increase.

Union Attitude towards Inflation

Eugene Forsey, B.A., M.A., Ph.D., Economic Adviser to the Canadian Congress of Labour, analysed the labour unions' policy on inflation, their offers to the Government and their efforts in the fight against increased prices.

Recalling first that the unions, in a joint brief submitted in February, 1951, had requested the federal Government to reinstate price controls, Dr. Forsey stated that the labour unions had declared themselves ready to do "their share in the common effort to save freedom".

"Inflation," he said, "may become as dangerous as Communism itself; it may become its most powerful ally."

Dr. Forsey quoted the following passages from the brief submitted to the Government to describe the stand of the trade unions:—

Once again we are obliged to raise interest rates and taxes, control consumer credit, speculate on the value of the Canadian dollar on the foreign exchange market and control the distribution of scarce materials. However, even with these complementary measures, such steps are not enough. They weren't enough in the last war and they cannot suffice today.

Dr. Forsey then declared that it is possible to control prices without having to freeze wages, because, he said, "high wages can very well be reconciled with a lower cost of labour".

Likewise a wage increase can bring about a reduction in the cost of labour by stimulating productiveness. Productive capacity increases and wages can be raised without smashing the price ceiling. Furthermore, wages are largely submitted to effective control, as they are established by contract, and demands for wage increases must be submitted to lengthy negotiation, conciliation or arbitration procedures. The same thing cannot be said of prices, which can be raised at a moment's notice, as often happens. That is why price control is urgently needed while wage control does not constitute matter of urgency at present.

The speaker then pointed out that the Government has adopted certain anti-inflationary measures, such as increasing the rates of interest, raising taxes, controlling consumer credit, abolishing foreign exchange control, and controlling the distribution of some scarce materials, but it has not imposed price control.

In conclusion Dr. Forsey said:—

This failure has left but one choice to organized labour: to fight price increases with wage increases, either by simply raising the rates or by escalator clauses. Our policy for neutralizing the ill-effects of inflation on wages has been largely, but evenly successful. Price increases appear to have been stayed for the moment. But the threat remains.

Employers' Position

T. Taggart Smyth, Ph.D., Director General of the Montreal City and District Savings Bank, explained the employers' position with regard to inflation.

Stating that people say that the price of commodities has gone up, when they should say that the value of money has

gone down, and talk about devaluation, the speaker denounced the apathy of the people.

He gave a brief review of different definitions of inflation, including the quantitative theory of Fisher and the unspent margin of Lord Keynes, stating that "the idea so often circulated that inflation is something psychological which can be checked by the law or by an Act of Parliament is so false that, far from curing the ill, it accentuates it to such an extent as to make it endemic and therefore incurable".

Among the causes of inflation, Dr. Smyth mentioned the natural selfishness of man, who, he said, at the first alarm "induces people to store up products for fear that there may be a shortage". He also mentioned the cupidity of the merchant who "withdraws his commodities from the market in anticipation of a rise in prices" and the services of "some of our Governments" which are overstaffed.

As remedies Dr. Smyth suggested increased production and more restricted demand.

We must make up our minds to work harder, more seriously and more earnestly. We must produce more, curb our desires, denying ourselves what is superfluous, and, above all, intensify our savings. If we all insist on our ease, the seven-hour day and the five-day week, there is no use even thinking about curbing inflation: the cost price of manufactured articles is much too high. We must also make it our personal duty to take a keen interest in public affairs. Let us remember it is our money that is being spent.

The speaker also stated that taxes cannot curb inflation unless the Government imposes taxes for its real needs only.

When this limit is exceeded, taxes become an additional source of inflation, because everyone knows that the Government, which has a budgetary surplus, is spending with a great deal less level-headedness than the individual.

Inflation of the price of bonds and of the rates for money on loan has been effectively checked and corrected by the freeing of our exchange by the central Government; the latter has not had any effect, however, on the general level of consumer prices, and the proportion of debts to wealth as well as that of interest charges compared to income has gone up, if anything.

Linking Wages with Productivity

The most recent formula advanced in the field of wages—that formula which seeks to link variations in wages with variations in productivity—was the subject

of a study by Rev. Father Gérard Dion, L.Th., L.Ph., M.Soc.Sc., Assistant Director of the Department of Industrial Relations at Laval.

Where wages are concerned, Father Dion explained, we must keep to the basic hourly rates plus the monetary value of the supplements known as indirect wages. He also specified that it is productivity in current values, for the latter depends in part on physical productivity and in part on the price of the product, which concerns both employers and workers.

"Productivity", he added, "is the joint result of the disposition of the different factors of production within each concern; it is also dependent on the whole social and economic system in which we live".

Father Dion emphasized that certain industries are more dynamic than others but that, in the long run, "variations in wages and variations in productivity on a national scale follow a similar rhythm". Moreover, in industries where productive capacity exceeds the national average, wages also tend to rise farther, he said.

Explaining the doctrine behind this theory, the speaker stipulated that wage rates must remain within limits determined by the increase in productive capacity, if employment stability is to remain without creating a general price stability and if the standard of living is to progress at the same rate as productive capacity. Secondly, he added, there must be equality between what the employee receives and what the employer gives him.

According to Father Dion, the only way to link variations in wages with those in productive capacity is that which would take into consideration at one and the same time the productive capacity of industry and general productiveness. The effects of this formula, the speaker explained, coincide with an increase in the standard of living without prejudice to either investments or employment.

With respect to the limitations of this formula, the speaker mentioned that it is not a question, in the first place, of determining or of setting wages, but only of adjusting them; otherwise we would have to suppose that all wages, in their present set-up, "are fair, equitable and accepted by all the parties concerned": Besides, this would be disregarding all the economic forces existing within the country.

A wage variation in a parallel direction to productive capacity can only be considered as a synthetic formula which may serve as a guide to general policy. It provides borderlines and landmarks towards which we must aim, rather than a definite standard valid in each specific

case. It is good for some time, but it is difficult to apply it to a short period, owing to the disorderly variations in productive capacity brought about by factors outside of the concern or the industry.

The speaker pointed out that research work in productive capacity is quite rudimentary in Canada and that we must do a great deal more scientific work before being able to utilize the formula of wage variations parallel to productive capacity.

If we want a more realistic general wage policy, attaching greater importance to the common interest, it is absolutely necessary that everyone should co-operate to create conditions in which productive capacity may be measured and appreciated at its proper value, and utilized as well within the limits we have indicated.

"It would be just as unwise to reject this formula entirely," added Father Dion in concluding his paper, "as it would be to regard it as a panacea."

Voluntary Arbitration of Prices and Wages

The proposal that price increases be subject to arbitration, submitted by the Canadian and Catholic Confederation of Labour, was explained to the delegates by Mr. Gérard Picard, General President of the CCCL, who stressed the necessity, in a democracy, of an informed public opinion.

The speaker stated precisely the meaning of the word arbitration. In French, the word arbitration has, in fact, a double meaning. Under Quebec legislation, arbitration boards may be established whose recommendations are not binding on the parties, and others whose decisions are final and mandatory. In English, the boards in the first instance are called Boards of Conciliation, and in the second case only are they called Boards of Arbitration.

With regard to prices, the CCCL was thinking of arbitration courts or boards whose recommendations would not be binding on the parties, Mr. Picard explained.

Mr. Picard emphasized that there was no collective bargaining in the prices field.

Even though industrialists or merchants may pretend to take certain factors into account, they may decide to increase their prices and make the increase effective as of a certain date. A vague statement is sometimes issued in an effort to explain such a decision but in most cases there is no explanation. Some price increases are no doubt justified, but then why not take appropriate measures to furnish the public with accurate information about them?

What would the jurisdiction of price arbitration courts or boards and other bodies which might be established for the same purpose be? The speaker borrowed from the briefs submitted by the CCCL to federal and provincial authorities in 1949, as well as to the Royal Commission on Prices (Curtis), to explain such jurisdiction, which could be as follows:—

- (a) to consider the grounds invoked by the primary producers or the country's basic industry, or by the distributors of products and services essential to the nation, in support of the requested price increases, and publish them should they not be justified;
- (b) to inquire into all spheres of economic life in order to discover abuses in the prices field and to expose them to the public, as well as in the field of the financial structure of enterprises when this structure can affect prices.

Mr. Picard stressed that, under the above plan, those concerned would not be able to bring about an increase in prices "without previously submitting a request to that effect to the price arbitration court or board having jurisdiction".

The grounds for the increase would be explained. The powers of the court or board should be the same as those of a Royal Commission. Should the increase requested not be justified, the public should be advised of it through a report issued by the arbitration court or board. The findings of the court or board, however, would not be binding on those concerned. In addition to petitioners, any association interested in the matter could make representations to the court or board.

"Profit-seeking is not an evil in itself," the speaker stated, quoting from a CCCL memorandum, "but it must never conflict with the vital interests of the nation".

In conclusion, Mr. Picard stressed the fact that the problem of prices is just as vital for the workers as the problem of wages. "In proposing machinery for price arbitration," the CCCL General President stated, "the CCCL does not claim to have found the philosopher's stone, or to offer a panacea for all economic ills; it has simply made its contribution to the study of a complex problem".

State Control of Prices and Wages

The last speaker at the convention was René Tremblay, M.Soc.Sc., professor in the Economics Department of the Faculty of Social Science at Laval, who dealt with controls—what they are, why, and for whom.

"The importance of state controls to keep inflation in check has been shown," the speaker stated, "by the trial made of them during the last war and by the fact that trade-union circles are pressing for their reimposition".

Defining the difference between direct controls and indirect controls, Mr. Tremblay specified that the former are by nature "a direct intervention by the state, which obliges citizens to engage in or to abstain from such economic activities, on terms authoritatively imposed upon them and sanctioned with penalties," whereas the latter "tend to influence the different economic agents in a roundabout way by changing the conditions under which their economic activities are carried on".

Price and wage controls and rationing, the speaker explained, come under the heading of direct controls. They are state measures; they are very rigid, and cannot be other than temporary.

Indirect controls, on the other hand, may be divided into budgetary measures, such as the reduction of non-essential spending, increased taxation and public loans, and monetary measures—increased interest rates and the restriction of credit.

The speaker went on to say that "controls, to the extent to which they are effective in keeping inflation in check, are of benefit to all whose incomes do not rise as quickly as prices—workers, depositors, persons of independent means, creditors, etc."

In conclusion, Mr. Tremblay reminded his listeners that state controls are not without their drawbacks, but that they do constitute a powerful means of keeping inflation in check. He also emphasized the fact that "their success is in proportion to the patriotic spirit of the people and to their respect for the obligations imposed upon them".

Closing Banquet

The seventh annual convention on Industrial Relations held at Laval University ended with a dinner at the Chateau Frontenac, which was attended by some 600 guests representing labour and management, the federal and provincial Governments, as well as the University.

This banquet, presided over by Gérard Tremblay, Provincial Deputy Minister of Labour and Director of the Industrial Relations Department of Laval, enabled capital, labour and the state to pay tribute to Quebec's University on the occasion of its centenary.

Very Rev. Father G. H. Levesque, O.P., Dean of the Faculty of Social Science of Laval University, declared in welcoming the guests: "I wish to assure you that Laval University is more determined than ever to use its moral and material resources for the solution of the social problem. It is a place, a summit, a neutral ground, where discussions and mutual understanding are possible. This University lights up the path along which we must travel together for the prosperity of the province and of Canada."

The Hon. Milton F. Gregg

The Hon. Milton F. Gregg, Minister of Labour, spoke in both French and English. He joined both capital and labour in paying homage to the important role the universities play in the solving of economic problems.

"It is good to know that steady objective research is going on in the calmer atmosphere of Laval," said Mr. Gregg, stressing the fact that the study of the industrial, economic and social conditions of our times is too often carried on in an atmosphere "charged with prejudice, futile argument and ill will.

"Our universities are responding more and more to the need for investigation of such developments by setting up special activities in the field of industrial relations," said Mr. Gregg. "In this trend, Laval University has been one of the pioneers".

Mr. Gregg also expressed the hope that the universities would be able to develop better ways of communicating their findings to those who are especially interested. "Too much of the fruits of research have been tucked away in files or on library shelves and made available only for other trained specialists," Mr. Gregg added. He stated, however, that conferences such as this one are a partial answer to this situation.

In the matter of the Government's policy with regard to capital and labour, Mr. Gregg said:—

While there is a rich field for research into the methods, attitudes and experiences of labour and management in working with each other, those of us who for the time being represent governments are perhaps more directly concerned in the effectiveness or otherwise of governmental and other third-party, assistance in helping labour and management find a solution when their own attempts break down.

The Minister also pointed out that the federal Department of Labour has recently joined with the universities to develop a co-operative research program in the field of industrial arbitration.

In undertaking to help finance university studies in this field the federal Labour Department is breaking new ground in its relationship with the universities. We have high hopes for the success of this program, in which a representative of Laval University will be participating this summer.

Mr. Gregg also mentioned the co-operation his Department is receiving from organized labour in the province of Quebec and stated again that it is right that "Canada should be supporting those aspects of the United Nations Technical Assistance Program which are particularly related to labour".

Recalling that UNESCO will operate a Labour Education Centre this summer, the Minister specified that the purpose of this program is to help to strengthen free and democratic trade-union activity in under-developed countries, and in those European countries where a considerable part of the trade union movement is subject to Communist control.

In closing, Mr. Gregg reaffirmed his faith in the future of collective bargaining in Canada as a means of reaching fair solutions of labour-management disputes.

In collective bargaining, operating as it does in harmony with our conception of freedom, we have one of our greatest hopes for greater production, for industrial peace, for constructive co-operation and for greater unity of purpose amongst our Canadian people.

Hon. Antonio Barrette

Hon. Antonio Barrette, Quebec's Minister of Labour, also expressed his gratitude to Laval University.

Those who are standing at the cross-roads where all ideologies meet, must, even while striving for social peace and the common good, take spiritual values into account. Those who endeavour to improve man's lot merely from the material standpoint, think of man as an end in himself. The most generous ideas and the most ardent wish for justice based on this false conception of the nature and value of man, would be doomed to failure. To hold this false idea would be to acknowledge the paramountcy of materialism, which is as dangerous at the extreme right as it is at the extreme left. As regards management, this materialism expresses itself in the lure of the gain or profit to be made, and as regards labour, it is reflected in a wish to attain the greatest well-being, whatever may be the consequences and the repudiation of one's obligations. Materialism which ignores spiritual values, whether it be the product of capitalism or of socialism, contributes more than anything else to the destruction or weakening of man's faith in the hereafter.

Mr. Barrette stressed the fact that it has been necessary to acknowledge that the state has the power to regulate economic and social forces, to force admission, through the application of legislation to which all are equally subject, "that while there are rights, there are also obligations, that there are moral laws to be kept and spiritual values to be preserved."

It is the duty of the state to regulate forces which appear to be opposed; by laying upon them the same obligations, it favours a better balance between them and prompts them to become allies rather than opponents or enemies.

In conclusion, Mr. Barrette declared that "in our Christian and democratic society which has recognized the nobility of labour, it is extremely important that officials, employers and manual workers should be able to meet and understand one another." This is an essential condition for the maintenance of freedom, progress and civilization, he said.

G  rard Picard

Paying tribute to Laval University on behalf of labour, G  rard Picard, General President of the CCCL, stated that the worker expects a great deal from the university.

After emphasizing the fact that, in the old days, the university may have appeared to limit its field of action to the so-called liberal professions, Mr. Picard pointed out that the same can no longer be said today.

In closing, Mr. Picard expressed the wish that the university would continue to get away from professional exclusiveness and shine in the labour world.

J. Arthur B  dard

J. Arthur B  dard, President of the Christian Employers' Centre, first pointed out that managing a business can no longer be left "to the sole fancy of inspiration, nor even to that intuitive spirit which characterized the captains of industry of the last century". He explained that specialists are needed today to apply modern methods, especially in technical matters, applied science and human relations, and that none can train them better than the university.

Mr. B  dard then added that today we must see business in a new light.

The Christian employer who really takes inspiration from the social doctrine of the Church can no longer view business as just a machine to produce or distribute useful products for the purpose of reaping

a legitimate profit. On the contrary, to these two goals of business he must add its main purpose, that of ensuring to each and to all who participate in it the means or reaching the fullness of human dignity. This triple aspect of business is far from having always been seen or accepted by the business head of yesterday, but the ascent of trade unions has brought him back, sometimes quite rudely to the reality that business is and should be equally at the service of all who participate in it, from the employer and the leading hand down to the humblest labourer.

Monsignor Maurice Roy

His Excellency Monsignor Maurice Roy, Archbishop of Quebec, as Chancellor of

Laval University, thanked the speakers for their tribute to the university on the occasion of its centenary.

"To you who deal with problems which can divide men," he then said, "I ask that you always be conscious of your social responsibility.

"Whether it be the concern of a nation, an industry or a union," he added, "one must never forget that there exists a common responsibility, that the goal which such a body or such organizations wish to attain is a common one and a human one.

"There is no capital without labour and no labour without capital," the Archbishop declared.

McGill Industrial Relations Centre Holds Fourth Annual Conference

"Industrial Relations in an Expanding Economy" is theme of two-day meeting during which four prominent speakers discuss: the nature of Canada's expanding economy, morale and motivation in industry, trends in labour-management relations, intervention in industrial disputes

Having as its central theme "Industrial Relations in an Expanding Economy," the fourth annual industrial relations conference sponsored by the McGill Industrial Relations Centre was held in Montreal on April 21 and 22.

The conference opened with a discussion of the nature of Canada's expanding economy by a government economist, Dr. O. J. Firestone, Economic Adviser, Department of Trade and Commerce. The next three speakers dealt more specifically with industrial relations. Dr. Eugene Jacobson described the research being undertaken at the University of Michigan into problems of morale and motivation in industry, with particular reference to the possible application of the findings to companies in an expanding economy. Areas of conflict and co-operation in union-management relations were explored by Dr. John R. Coleman of the Massachusetts Institute of Technology, who described the findings of recent research into different types of union-management relationships. Techniques of third-party intervention in industrial disputes were discussed by Dr. A. Howard Myers, Chairman of the New England Region of the U.S. National Wage Stabilization Board.

In a summing-up at the conference's closing banquet, Dr. F. Cyril James, Principal of McGill University, compared Canada's expanding economy with periods of rapid growth in England and the United States, and emphasized some of the problems confronting labour, management and government in achieving a balance of "men, work and welfare".

The Expanding Canadian Economy

"Canadians in 1952," said Dr. Firestone, "are among the most prosperous people in the world by any standard of international measurement. Employment and real income are at peak levels. Both industrial and resources development are proceeding at such a rapid rate that in relation to national output they exceed that of the United States. In spite of exchange difficulties and an increasing array of import restrictions, our trade continues to be very large, equivalent in absolute terms to about one-third that of the United States, a country whose national output is sixteen times that of Canada. Canadian consumer expenditures per capita are second only to those of the United States, the country with the highest living standard in the world. . . . The world is demonstrating its confidence in

Canada's future in many ways. Capital, largely for investment, is flowing into the country in substantial amounts. The Canadian dollar is today the hardest currency in the world."

Dr. Firestone reviewed Canada's economic growth from 1900 to 1950, citing numerous examples of the half century's expansion.

Looking to the future, he said: "Broadly speaking and taking into account changing economic and political circumstances, the Canadian economy can be counted upon to proceed vigorously on its path of expansion for many years to come, mainly because of great continuing opportunities for resources and industrial development, the growth of the domestic market, and probably an expansion of foreign markets if the international situation at least does not get worse than it is at present. That there will be many problems to face and varying rates of economic growth as well as interruptions in that growth there is little doubt. For, in a country like Canada, where economic development depends largely on individual initiative and private enterprise, the aggregate of such activity

must of necessity vary from year to year. There is also the added fact that political and economic happenings abroad may greatly affect our country. Canadian prosperity depends a great deal on high levels of trade—much more, for example, than in the case of the United States, where foreign trade on a per capita basis is just a little over one-quarter of what it is for Canada. Also, capital inflow has been comparatively heavy in more recent years and cessation of this flow or a reversal might involve some adjustments."

Dr. Firestone concluded by discussing the policy implications for business, labour and government of the premise that the Canadian economy is likely to continue to expand at an uneven rate. Business, he said, would have to plan its expansion over a long-term period, and expect to balance losses at times when capacity is not fully utilized against profits made over lengthy periods of prosperity. This principle of balancing business profits against business losses now forms an integral part of Canadian income and corporation taxation, he pointed out.

Here now in brief are a few indicators of economic growth between 1900 and 1950. The population rose by about 2½ times. (In addition Confederation with Newfoundland in 1949 added another three per cent to the Canadian population.) The labour force tripled over this 50-year period. In volume terms, capital expenditures, both private and public, rose about eight times, exports and imports rose about six times. The gross national product rose by something like five times in real terms. This rate of growth of the gross national product implies an average increase of real output per man year of one and one-half of one per cent or a little better. Roughly speaking, past experience suggests that the national output about doubled in volume terms the first 25 years of this century and again in the second 25 years . . .

. . . To employ one worker in 1950 industry required an investment of about \$5,500. This was the book value of plant and equipment. In terms of replacement costs, that is, the amount of new capital expenditures required to hire one worker, the figure would be higher, over \$9,000. In 1900 investment per worker was a modest \$600 (book value). After allowing for increases in capital costs, investment per worker was rising at about 2½ per cent per annum. This means that management had to supply its workers with more tools and more equipment if it was to remain in business and wanted to prosper . . .

. . . The gross value of output per employee in manufacturing in 1950 was over \$11,500, and was produced in an average work week of about 42 hours. This is a far cry from the approximately 56 hours per week worked by the average manufacturing employee in 1900. Over this 50-year period, hours per week declined by about 25 per cent, or about one-half of one per cent per year. At the same time output per man hour rose about 160 per cent, or at an annual average rate of 3.2 per cent. In this 50-year period, output per man year almost doubled, rising at an annual average rate of close to 2 per cent per annum . . .

. . . As real output of manufacturing industries increased, employees were able to obtain considerably higher real incomes. In 1950 the average worker earned over \$2,300, or about \$45 for a 42-hour week. This was more than double the real income that his grandfather might have earned in 1900. The worker in manufacturing industries in Canada seems to have improved his real earnings on an average of about two and one-quarter per cent per annum over the last fifty years.

—Dr. O. J. Firestone, Economic Adviser, Department of Trade and Commerce, in address to McGill Industrial Relations Conference.

"As to markets, the implication is that business cannot count on increasing its sales as a matter of right. There is need to watch costs and prices, quality and service. When demand is strong and selling is easy, businessmen should always remember that there will be times when demand will be less brisk and a real selling job will be necessary. There is then a premium on both efficient production and competitive selling in the kind of growing economy that apparently is ahead for our generation.

"For labour, the implication is that it has a great deal to gain as the country grows, in terms of higher real wages, standards of living and increased leisure.... Higher real incomes depend largely on increasing national and individual output. There is also the need for mobility and adaptability of labour in the light of changing business conditions involving at times a shift from one job to another in the same firm, or the movement from one industry to another, or from one locality to another. Dislocation in the labour market that may occur from time to time may be alleviated somewhat by the security measures now in operation, particularly unemployment insurance. But individual initiative, whether on the part of business or of labour, will continue to find its special rewards as the Canadian economy grows."

As for the role of government, Dr. Firestone cited one of the basic premises of the federal Government's domestic policies as being: "to create an economic climate in which individual initiative and private enterprise thrive, and to assist in building up a strong and resilient economy. The target, as stated by the Government, is first to build up the defence capacity of the country sufficiently to enable Canada to make a significant contribution to strengthening the freedom-loving world against aggression. The second objective of the Government is to facilitate the use of resources not needed for defence in such a manner that they contribute as much as possible to the improvement of the material fabric of the country and the well-being of its citizens. Thirdly, as Mr. Abbott mentioned only two weeks ago in his Budget Address, the Government has been aiming at greater stability of the Canadian economy.

"In closing, prospects for continuation of Canada's economic expansion are bright. It will mean new opportunities to improve the real standard of living and to enjoy to a greater extent the non-material side of life. But the rate of progress and its evenness or unevenness will depend to a significant extent on the wisdom and

resourcefulness of the Canadian people and their leaders, in business, labour and government."

Morale and Motivation

Dr. Jacobson related his remarks on morale and motivation to the problems of industry in Canada's expanding economy. Pointing out that this economy was becoming "more productive, more complex, and potentially more rewarding to its people," Dr. Jacobson observed that "an examination of motivation and morale in a situation like this is a very congenial assignment. In talking about the determinants of morale and motivation, we can direct our attention, not to the least undesirable ways of handling difficult motivational situations, but rather to the methods for capitalizing on an already good and improving human relations environment."

His paper was based on studies undertaken at the University of Michigan into a number of large organizations to try to find out systematically what the organizational factors are that are related to differences in productivity, and individual worker satisfaction.

"Since 1947," he said, "we have had research teams in a large insurance company, a public utility, an automobile factory, a washing machine factory, a farm equipment factory, a railroad and a federal government agency, trying to develop some understanding of what makes for good and bad patterns of human relationships. In each case the study has been designed in the same way. Starting with our idea of a healthy organization, we have tried to find parts of the organization that were better than others in some respect—in the amount of product being turned out, or in the extent to which the workers believed in what the company was trying to do, or in the satisfaction that workers had with their relationships with their supervisors or in the amount of understanding the workers had of their role in the company. And, when we found differences in these symptoms of health, we tried to relate them to differences in organization practices."

One important pattern, he declared, was the way in which the "control function" was exercised in an organization.

"In the insurance company," he said, "we found that many of the important decisions about the work process were being made pretty high up in the organization. There were about a half dozen levels between the girls who were processing the insurance policies and the department heads; and the bulk of the policies about work flow and discipline and hours and

rest periods and all of the other control devices that governed the activity of the girls during the time they were in the shop were made at the level of department head or higher. We introduced an experimental program designed to change the level of control by putting some of the decision making about these matters in the hands of people farther down the hierarchy in one part of the company, and centralizing even more in other parts of the company. The two groups were the same in most other respects. Analysis of this material is still under way but preliminary findings show that girls in the groups where the level of control was lowered were more likely to have feelings of responsibility to the organization. They showed more involvement in company operations and were more willing to concern themselves with ways of improving the company operation.

"In the automobile company we found that some of the men felt very responsible for the well-being of the company and others were strongly concerned with the interests of the union while other workers didn't seem to care much about either the company or the union. We looked into the relationships between workers and company foremen and union stewards for some explanation of these differences and found this: for both company and union, when the workers were brought into decision making about policy matters that had to do with the larger organization they were more likely to feel responsibility for it and interest in it and identify with the larger group's interests. When they were excluded from such joint-decision making processes they were less likely to be identified with the larger group.

"In general," he said, "these findings and those of other investigators point to a common psychological phenomenon: greater involvement by people in the larger organization's goals and greater readiness to work toward those goals is found in situations where some control over goal setting is in the hands of the people who are going to have to carry out the process.

"The psychological assumption behind this kind of thinking is that people want to have control over their own activities and that when they do, they derive certain satisfactions from it. The sanctions for bad performance and the rewards for good performance come from within themselves in such a situation. Where control is retained in the hands of persons higher in the organization, it can not be assumed that the individual will feel personally responsible for the activity. Then it is

necessary to rely on a system of external rewards or punishments to keep the operation going. . . . Essentially the contrast is between a situation in which the individual has a relatively non-rewarding job to do, over which he has no control, and is kept in line by a system of penalties and rewards, and the opposite situation where the employee has some voice in setting up and running his own work operation and acquires a feeling of responsibility for it. The issue is presented in black and white terms here for the purpose of argument. We all know that it is almost impossible to keep an individual from deriving some of this kind of satisfaction from his working situation, no matter how hard we try. Even in the most routine and controlled production line operation, almost every worker who has been on the job any length of time has worked out an individual way of handling his job that makes it mean something to him. The task is to find ways of giving maximum expression to this aspect of human motivation rather than doing all we can to stifle it."

Dr. Jacobson also stressed the importance of "role relationships" as one of the significant patterns related to productivity and worker satisfaction. Research of this kind established a picture of a plant in terms of the expectations that different groups have of themselves and of one another.

A third important pattern had to do with the supervisory philosophy as represented in relationships between levels in the organization. "All of our studies point," Dr. Jacobson said, "to the importance of the superior-subordinate relationship in influencing worker performance. In the railroad study, where section hands were the subjects, in the farm equipment factory study, and in the insurance company, the supervisors of high productivity units behaved differently from those in charge of units that were turning out less work. The high productivity supervisors had a clearer picture of how their job differed from that of the rank and file in having responsibility for planning, organizing and co-ordinating work effort. The high productivity supervisors were more likely to think that their major role responsibility was handling relationships among workers while those in low productivity sections were more likely to be concerned solely with getting the work out.

"When worker expectations on these matters were examined, it was found that they were closer to what the high productivity supervisors saw their job to be

than to the role perceptions of the low producers. . . . When supervision is characterized by over-emphasis on production, close and detailed checking on work and a lack of concern with the relationships among employees, the employees are more likely to be low producers. When supervision looks upon its job as understanding the employees and figuring out ways of setting up the job so that each individual worker will be able to get the most out of his work situations, employees will be more productive and will get greater satisfactions out of the work situation. . . .

"The supervisor who gets high production," Dr. Jacobson declared, "seems to be one who is interested in the employees and is able to communicate easily with them. He lets them know how they are doing, is easily approachable and tends to involve the men in decision making activity. He is interested in productivity, and lets the people in his group know about it, but he is more interested in his people as people and is more sensitive to human relations problems than supervisors in low productivity units."

"The fourth kind of approach to understanding motivation," Dr. Jacobson said, "is through an analysis of the communication structure of an organization. The way an employee looks at his organization and his work situation depends on what he knows about it and what he understands about it. And the same thing is true of the supervisor or top executive. . . . Because this is the case, it is important to know what the pattern of communications is for people in an organization. It is clear from a variety of studies that formal communications, and by that I mean company magazines and speeches and posters, do not constitute any large part of the communication that goes on in an organization and it has not been demonstrated that they constitute an important part.

"What is important is what the supervisor does or does not say to people in his work group, what is said to him by his boss, what the employees say when they go out for a smoke or during business contacts or at lunch or over coffee or on the way to work in the morning in the car pool. It is in these communications that people's judgments are formed and their attitudes shaped and their decisions influenced.

"As a fifth approach to understanding motivation," Dr. Jacobson continued, "we can examine the effects of group memberships on individual behaviour. In every

shop there are work groups, friendship groups, and other groupings of persons who associate because of common background or interests. A number of studies have demonstrated how these informal groups develop standards about work performance that influence their members. One group will look upon itself as being a high producing unit and another will not. When new members become part of the group, there are pressures on them to behave like the other group members. Union membership is a special example of this kind of influence. It is important to look upon these kinds of pressures on the worker as evidence of his need to have the approval of others whom he respects. As such it is a valuable clue to management as well as unions in their thinking about worker motivation. The average individual wants to be respected and approved by people he respects. To gain that respect and approval he does what the group seems to value. A supervisor who is capable of building a group out of the men who work with him has set in motion a process that potentially is very important in directing employee motivation. Not all supervisors are prepared to take on this kind of assignment, but our findings suggest that those who have been able to build a work team have a more successful operation."

Dealing with the practical application of this research to particular establishments, Dr. Jacobson concluded his paper by speculating about the way in which a new plant in Canada's expanding economy could make use of this approach. "The plant," he said, "would be set up so that the formation of work teams at all levels would be encouraged. Supervisors would be encouraged to establish the kind of relationship with their people that would make them sensitive to the employee's needs and motivations. Ample opportunity would be provided, in group discussions and in person to person conversations, for a working through of difficulties so that action could be taken to correct situations before they became problems. From time to time, measurements of inter-personal relationships would be made to discover weak spots and to check on the success or failure of steps taken to improve situations. And continuing effort would be made at all levels in the organization to be aware of employee needs in planning any change in work operations. If our analysis is correct, this should help toward building an organization that has a high level of effectiveness in meeting its production or service goals, is able to maintain itself as an organization

and to meet demands for change, and provides employees with a working situation in which they can satisfy some of their own needs in the process of working toward the organization's goals."

Trends in Labour-Management Relations

Dr. Coleman began his paper with an assertion that, in spite of the publicity given to various important industrial disputes, there is an unmistakable trend at present towards more harmony in industrial relations.

"Companies have come to realize that, for better (as I think it to be) or for worse, the appropriate question for our times is no longer 'Unionism or no Unionism?' It is 'What kind of Unionism?' Collective bargaining is a firmly rooted institution in our country."

Nevertheless, Dr. Coleman said, a great deal of conflict continues and is likely to persist in the future. Some of this conflict is disorderly, manifesting itself in "organizing strife where men still fight pitched battles simply to settle the issue of whether or not there shall be collective bargaining at all, in bitter negotiating sessions where each side sees itself in a no-holds-barred, all-or-nothing power struggle, and in turbulent contract administration where the quickie strike and the slowdown are substitutes for the grievance machinery."

This type of conflict is "costly by any definition which we might adopt. But," Dr. Coleman continued, "when we look at the more orderly forms of conflict, it seems to me that two conclusions can be drawn: (1) a certain amount of such conflict is inevitable, and (2) a certain amount of it is even desirable. . . ."

"This is true even of harmonious bargaining situations and merely serves to point up that the existence of strife in limited areas does not destroy the overall impression of an effective accommodation process. The Marxists have made popular the notion that such inevitable conflicts exist between capital and labour; perhaps it is our antipathy towards Marxism that sometimes leads us erroneously to the opposite extreme of concluding that all seeming conflicts wash out in the face of the mutual dependence of capital and labour. We do ourselves a disservice if we fail to recognize the existence of very real points of conflict."

Dr. Coleman pointed out, for example, that "it is in the nature of things that the dynamic union drives onwards, looking for the 'more, more, and still more' of which Samuel Gompers spoke so long ago."

Dr. Coleman cited two arguments in support of his position that much industrial conflict "may be desirable in an economy that intends to go on expanding.

"The first," he said, "is that effective competition between management and unions, particularly in large companies, may serve to set up a system of checks and balances which will prevent either side from assuming an all-powerful position at the expense of the other side and at the expense of the consumer. I am, in a limited way, a supporter of the theory which Professor Galbraith of Harvard University has so challengingly titled 'the theory of countervailing powers'. That is, I believe that ours is going to continue to be a society of big units—big industrial firms, big farm lobbies, big governmental agencies, and so on. In such an environment, I would just as soon see balancing powers arrayed against one another; and organized labour and big industry seem like effective countervailing powers to me."

Secondly, Dr. Coleman pointed out that labour's drive for higher wages acted as a strong spur to the introduction of labour-saving machinery and thus "of promoting those capital-intensive industries which give us our very high real income. And as long as our economy continues to be an expanding one, with ever-new jobs opening for those displaced by technological change, we ought to go on hoping that the unions will continue to ask for 'more'."

"The corollary to all that I have been saying thus far," he continued, "is that we have tended, both in our thinking and in our public acts, to put too much emphasis on industrial peace as an end in itself."

"The conflict of which I have just spoken," Dr. Coleman said, "may be described as the process of dividing up a pie where there are no rigid rules as to how that pie ought to be cut." Dr. Coleman then went on to describe union and management co-operation as "the complementary process of baking larger pies."

"Unionism in the New World," Dr. Coleman said, "continues to surprise both the Europeans who tried to give it a model and those Americans and Canadians who confidently expected it to accept that model. Not so many years ago, the talk of our trade unionists did in fact bristle with the same phrases which have been watchwords for European unions. There were attempts to give our unions a class-conscious, radical philosophy based on a drive towards worker control of industry

and, yes, even 'abolition of the wage system'. These attempts failed in the past; the present outlook is that they will continue to fail. Unions here have insisted on developing their own philosophy and, over the years, they have tuned that philosophy to the changing environment in which they operated . . . the hard fact remains: our economic system has given us a long enough run of near full employment and job security that the sting has been taken out of radicalism."

Thus, Dr. Coleman suggested, "unionism is fundamentally conservative in the expanding economy, although it introduces substantial modifications into the way a businessman runs his plant. I have argued earlier that the union still finds its *raison d'être* in its constant pressures on the employer for 'more, more, and still more' out of the present pie. What I wish to suggest now is that this may not be enough for the future and that the unions may well wish to move into areas where they are at once agents for getting more of the national product for their members and agents for increasing the amount of that product. This position seems defensible to me from the point of view of the union, the employer, the worker and the consumer. I advance two main reasons in support of it: (1) the worker wants to participate in increasing production under the proper environmental circumstances and (2) the worker is able to participate far beyond what we have imagined up to this time.

"Until recently, these points have had to be taken pretty much on faith. You either thought that they might be so, or you didn't, and that was all there was to it. But now we are learning that they *are* so, in certain sectors of the economy at least. In isolated instances in both our countries, management and labour are co-operating day in and day out to improve the productive efficiency of the firm. There is still a lot of competition between them on the division of the product but the dominant consideration on both sides is that of solving problems together. . . .

"No aspect of these relationships is more impressive to the outsider than the enthusiasm with which individual workers take hold of the situation and work to send both profits and wages up. If you have ever thought that the production worker had very little by way of bright ideas to contribute to the running of his department, there is a tremendously moving experience in store for you when you see genuine union-management co-operation in

action. I am realistic enough to know that the obstacles in the way of establishing such a relationship are so great that only a handful of companies will have direct experience in this area within the next decade or more. (The obstacles are such things as management's fear that this constitutes an abdication of its functions, management's desire to use co-operation to soften up the union, a willingness on the union's part to be softened up and hence to cease being a true spokesman for the members, and the absence of a crisis so great that it forces management and union alike to get rid of their old stereotypes and act in a new fashion.) I do want to point out, however, that each side ought to be aware of how much is missed by a failure to work together here. The untapped resources among workers are rich ones, resources that can't possibly be fully tapped under the traditional suggestion box type of arrangement . . . there are no foreseeable limits to my mind to the union's capacity to help bake an ever larger pie. Whether or not the unions will play that role depends in large measure on the attitudes of management people in the years ahead of us. Much of the choice is theirs as to whether or not we tap those hidden resources."

Neutral Intervention in Industrial Disputes

Dr. Myers described the various types of third-party intervention into labour-management disputes and described procedures of conciliation and mediation and *ad hoc* arbitration of contract terms and grievance arbitration.

"Since the outbreak of the Second World War," he said, "this major question has been repeatedly asked: how to accomplish needed intervention in economic disputes without interfering with collective bargaining to an extent that control is taken from management and unions?"

Dr. Myers stressed the desirability of encouraging self-determination through free collective bargaining. "This," he said, "necessarily leads to a corollary of a minimum of third-party intervention. To the degree that intervention is acceptable to the parties, facilities for mediation and arbitration should be made available by private or official provision. The personnel must be of top quality to gain the co-operation of employers and labour representatives and political considerations need to be excluded in so far as that is possible.

"Where voluntary methods fail to bring about a resolution of differences, government cannot ignore the possibility of actual injury to the national welfare or to the health and safety of members of the community. But, in establishing legislative or other official provisions for intervention, it is necessary to guard against discouraging continued efforts to bargain through the inevitability of public intervention and third-party decisions. Procedures ought not to be fixed regarding the steps to be employed or time limits.

"A wiser policy would authorize a number of alternative methods available to the authorities such as publicity, compulsory continuation of essential services to certain consumers in the event of stoppages, fact-finding, and as a last step the actual seizure and operation with the government negotiating the settlement. Rather than any flat and absolute system of compulsory arbitration, a decision should be issued reluctantly as a final resort on an *ad hoc* basis, to be invoked only in the most extreme situation after all other avenues have become futile."

Men, Work and Welfare in an Expanding Economy

As a background for discussing Canada's expanding economy, Dr. James described two periods from history in which the economies of England in the first instance and the United States in the second had their greatest economic growth.

"I think we can say," he declared, "that England was in an active sense an expanding economy from the accession of Queen Elizabeth in 1558 to the Great Exhibition of 1851. In the United States, the dramatic phase of the expansion lasted from the outbreak of the Civil War in 1861 to the stock market crisis of 1929. In Canada, the comparable phase of economic expansion can be said to have begun in 1939 and, since we are still in the first flush of intoxication, I am not even going to guess at its terminal date."

Dr. James pointed out that both England and the United States had lacked credit and technological facilities at various points during their expansion. Canada, on the other hand, had the benefit of the experi-

ence of these two countries and was unlikely to be hampered unduly by credit or technological problems.

The contemporary problem that was likely to be of greatest interest arose from the national concern over human welfare. In contrast to the other two expanding economies, Canada, at the outset of its period of growth, had recognized welfare as a basic goal of economic policy.

"What incentive," he asked, "can we find to replace the need for money earnings on the part of the worker who, in the days before welfare policies were developed, depended upon his wages to save him from unemployment and privation? It is not without interest in this connection that Russia, in spite of its Communist philosophy, has found it necessary to resort to a task and bonus system of differential earnings, in order to maximize industrial and agricultural production.

"To look at another facet of the problem, risk is an essential element in a healthy and balanced expansion, not only in the sense of potential financial loss, but in the sense that resources and manpower are wasted when bad judgment diverts them to the wrong use. In the past, the world has depended on the cupidity of individual capitalists to encourage them to assume long-range risks, in the hopes that the profits derived from their successes would more than compensate them for the losses on their mistakes. If the taxation necessary for national defence and human welfare deprives them of the windfall profits, while leaving them with the losses of their mistakes, will they continue to act as risk bearers? And, if they do not, and government is called upon to assume risks which, because of its immortality and powers of taxation, do not result in bankruptcy, how can we ensure maximum efficiency of effort and minimum wastage of resources? . . .

"All of these are problems of human judgment and human relations. The balance of men, work and welfare is one of the hardest tasks ever attempted by any country in history. Canada has done splendidly to date and, although none of these problems are easy to solve, it is apparent that they can be solved and, if we fail, the cause will be within ourselves and not determined by fate."

SHELTERED WORKSHOPS

A Montreal Community's Experience

A sheltered workshop for persons of impaired employability has been operated by Montreal's Jewish community since November, 1950. It has helped such persons become productive and partially self-supporting

Of constant concern to workers in the guidance and placement field is the applicant for employment who, because of advanced age or physical or mental disabilities, is unable to meet even the minimum employment specifications. Others are unable to hold their jobs because they cannot maintain the production demands of modern industry or do not have the appropriate habits. What to do for such applicants, most of whom are anxious to work, presents a grave problem. It is in such cases that the sheltered workshop proves of inestimable value, both from the psychological and from the economic points of view.

The experience of such workshops has demonstrated that many such persons have assumed, again or for the first time, a productive role either in the workshops or, graduating from them, in regular industry. To be engaged in constructive and needed work, to become partially, if not entirely, self-supporting, and to work in a group with others similarly situated can have untold value in raising morale and fortifying mental health.

In face of an increasing number of marginal and "hard core" cases among Montreal's immigrant and citizen population who seemed incapable either of entering or remaining in industry on a competitive basis, the Jewish community of that city had for some time been considering the establishment of a sheltered workshop. After much preliminary discussion and planning, and ultimate agreement on its objectives, the sheltered workshop was opened in November, 1950, and has been operating since that time. Financed by the Federation of Jewish Philanthropies, it is administered by the Jewish Vocational Service, under the direction of Alfred Feintuch.

Basic Principles

The Montreal workshop, Mr. Feintuch has explained, is geared to giving employment to persons who, because of advanced age or physical or emotional disabilities, are unable to find or keep employment in

regular industry, but who could become partially, if not entirely, self-supporting under sheltered workshop conditions.

Criteria for the selection of clients* were established in consultation with interested casework agencies. These, among others, required that clients must be on relief and be able and willing to work a full 30-35 hour week. These criteria were later amended to include clients whose physical condition did not allow them to work more than half-a-day, such as post-tubercular and cardiac cases.

A workshop supervisor with administrative and business experience was appointed and, in addition, each counsellor on the Jewish Vocational Service staff was given the continuing responsibility for counselling and following up each of his referrals.

Clients were selected by the two casework agencies and referred to the Jewish Vocational Service. Referrals were made with full reports of pertinent medical and casework information. Those clients considered by the JVS counsellors as likely to benefit from the workshop were referred to the workshop supervisor for employment.

From the inception of the sheltered workshop, the following basic principles were accepted:—

1. Clients to be paid on a piecework basis and receive all the money they earn. With the Federation of Jewish Philanthropies assuming the full administrative cost of running the workshop, all moneys received from the production of goods to be turned back to the clients in the form of wages. The casework agencies to budget all earnings in the workshop according to current policy. Such budgets to include extra allowances for lunches and personal incidentals generally granted clients who are working.

2. The workshop not to be used to give employment, even on a temporary basis, to persons who, while difficult to place, are considered to be still placeable in the current labour market.

*Mr. Feintuch's word for persons accepted for work in the workshop.

3. The workshop to limit itself to doing contract work for manufacturers and jobbers and not to attempt to manufacture for sale. In this way it could be limited to simple operations, requiring simple equipment, and would not involve the purchase of raw materials, maintenance of inventories, or the need for a sales force and sales outlets.

4. Manufacturers and jobbers supplying work to the workshop to pay at least the same rates as regularly paid for the same operation in their plants, thus freeing the agency from any charge of setting substandard wage rates which might depress wage scales elsewhere, or of making it possible for a manufacturer to undersell his competitors by providing him with cheap labour. Wherever possible, a manufacturer or jobber should pay the sheltered workshop an additional 15 per cent to cover his saving in overhead.

5. Because of the terminal nature of the workshop, no limit to be set, for the time being, on the length of time clients might be employed.

Work and Earnings

A basic problem confronting the workshop from the start was that of getting a sufficient number of orders to keep the workshop going on a full-time basis. An active solicitation campaign and educational program was conducted in the community. At times the workshop has had more orders than it could handle but at others, not enough work. As the workshop became better known, more orders of a kind which could be done by all clients were obtained. Because of the nature of the clients, productivity was often low and the absenteeism rate high. In consequence, the workshop had to be exceedingly careful not to take on more work than could be handled adequately with its available manpower.

Up to the time of Mr. Feintuch's report, the following types of work had been performed at the workshop: assembling of electric cords; setting of rhinestones by hand and with the aid of a simple foot press supplied by the manufacturer; labelling and packaging of all kinds; covering of buttons; assembling of saws and screwdriver sets; and assembling of electric sewing machine foot switches. The experience of the workshop has shown that an almost unlimited number of simple operations in industry today can be performed in such a shop, and that even more complicated operations can often be

broken down into component steps, each simple enough to be handled adequately by a physically- or mentally-handicapped person with practically no mechanical aptitude.

As was to be expected, the rate of earnings varied with each applicant. Some were unable to earn a dollar a day, while others were able to earn \$3 to \$4 a day. The majority averaged between these limits.

As the workshop is not set up as an occupational therapy centre, clients whose productivity remains low, with no sign of improving after an adequate trial period, are laid off to make room for others who can benefit more from the workshop. No fixed criteria have been established; each case is considered independently on its own merits.

Evaluation of the Workshop

"Although we are still in the early stages of our workshop," Mr. Feintuch reports, "we have gone far enough to be able to evaluate its accomplishments during its relatively brief existence." The following points emerge:—

1. The workshop has proved valuable in providing a work-test situation for screening clients on relief who are unwilling to co-operate towards making themselves at least partially self-supporting.

2. Many clients who were unable previously to find or keep employment were stimulated to obtain employment, either by their own efforts or through the agency. For some, employment in the sheltered workshop helped them to face and accept the reality of their own limitations for modern industry. Others found their self-confidence bolstered and were helped in acquiring good work habits, which enabled them to find and keep a place for themselves in industry.

3. A substantial number of clients has been able to make a reasonably good adjustment to the workshop on a terminal basis. To these people, the sheltered workshop has proved of great value in improving their morale and self-respect by helping them to become productive and partially self-supporting once again. In addition, they enjoy being part of a group and working with other people of their own age or similarly handicapped.

4. To those clients who were unable or unwilling to make even a minimal adjustment to the workshop, the sheltered workshop has been of no value. The experience at the workshop, however, has given their counsellors and caseworkers valuable information concerning their work limitations and their real attitudes towards work.

While some of them may be able to benefit socially and psychologically from an occupational therapy shop doing non-industrial work, they can derive little benefit from a sheltered workshop geared to industrial production, even though at a considerably slower pace than required in industry.

5. In terms of relief moneys saved as a result of the workshops, the two Jewish casework agencies in Montreal reported

substantial savings in relief to the Jewish community. In fact, the savings in relief in a single month approximated the cost of running the workshop for a six-month period; this in addition to the actual earnings of the clients at the workshop.

Despite the many problems which the sheltered workshop has presented, it is felt that it has been a most worthwhile and useful venture. It has given to its clients a feeling of security and usefulness.

CLASSIFICATION OF SHELTERED WORKSHOPS

A community planning to establish a sheltered workshop must first ascertain the kind of workshop required. Different kinds of workshops serve different kinds of clients and, in fact, have different objectives for the clients they serve. Sheltered workshops are classified by Alfred Feintuch, Director, Jewish Vocational Service Sheltered Workshop, Montreal, under six general types, as follows:—

Physical therapy workshops (industrial).—To prepare for entering or returning to regular industry clients whose physical condition or disabilities limit their productivity or work tolerance sufficiently to affect their employability. As they are based upon industrial paid work experience, production schedules must be maintained.

Physical therapy workshops (non-industrial).—Similar to the foregoing. Their programs, however, are not based upon industrial paid work experience and therefore do not require the maintenance of regular production schedules. The sale of goods produced is not basic to the program, and clients may retain their own products.

Occupational therapy workshops (avocational-recreation).—For persons who are so severely handicapped that they are not expected to enter regular industry. Benefits derived are mainly psychological.

Therapy workshops (social and moral rehabilitation).—Aimed at rehabilitating clients having a record of delinquency, drunkenness, or other signs of social or moral maladjustment.

Vocational training workshops.—Aimed at giving the necessary vocational training for entering the labour market. Clients are expected to remain in the workshop only until they acquire the necessary skills and experience required for placement.

Terminal employment workshops.—To give employment to persons who, because of advanced age or other physical or emotional disabilities, are not expected to be able to find or keep employment in regular industry but can become partially, if not entirely, self-supporting under sheltered workshop conditions. In most cases, programs are based on industrial paid work experience.

Suggest Preference in Placing Textile Orders

That preference in the award of textile contracts be given to plants whose weaving operations will not be in excess of two 40-hour shifts weekly as a result of the contract award has been recommended in a report to the United States Surplus Manpower Committee.

The recommendation was made by a panel set up to study the application to

the textile industry of a policy directive of the Office of Defence Mobilization. The policy directive provides that negotiated contracts may, under certain conditions, be assigned in surplus labour areas even if lower prices are available elsewhere.

Acceleration of procurement and delivery was also recommended by the panel.

Over-Capacity and Falling Exports Blamed for World Textile Slump

U.S. magazine says capacity of the textile industry has been expanded past point where it can be absorbed by both domestic, foreign markets

Over-production, over-capacity and shrinking export markets are given as the causes of the difficulties at present being experienced by the textile industry, in an article published by *Business Week* in the April 26 issue, entitled "Textile Troubles: Too Much Capacity".

The situation was further aggravated at the outbreak of the Korean conflict, when "over-optimistic producers in nearly every country stepped up production," the magazine states.

Capacity, the article asserts, has been expanded by the textile producing nations beyond the point where it can be absorbed by both domestic and foreign markets. Textile production has been steadily rising, while exports have as steadily declined. Production of cotton textiles has risen since the beginning of the present century by about 50 per cent, but the world exports of cottons have fallen by more than 40 per cent.

At the same time as non-industrial nations, once heavy importers of textiles, were industrializing and themselves going into the business of exporting, countries which formerly supplied them have been building up more capacity. Industrialization does not move backwards, it is observed, therefore the loss of these markets is permanent, and the greater a country's dependence on foreign trade, so the harder it is hit by the shrinkage. The prospect, as the author sees it, is that unless elaborate controls are set up, "price competition will break out sporadically, unemployment will be chronic, and import restrictions will be broadened".

The present situation in the major textile-producing countries is briefly surveyed in the article.

Japan

Japan, the world's largest exporter of textiles, is suffering from a vast over-capacity. To regain its pre-war position, the industry has expanded at a rapid rate. At the end of the war, Japan had 1.2 million spindles; it now has close to seven million. To keep its plants operating, half of the country's textile production must be sold in foreign markets. Despite a 40 per

cent cut in production from last year, stocks are piling up and prices are falling. A shrinking export market will force Japan to retire some of the excess capacity, the writer believes.

Great Britain

In Britain, the trouble is disappearing markets. The normal outlets—Australia, New Zealand and South Africa—are loaded and import restrictions have been tightened. In addition, it is anticipated that some more of the export market will be lost to Japan.

While over-capacity is also a problem, overstocking at the time of the Korean invasion has also contributed to the slump.

About one-half of Britain's textile workers are unemployed and many others are on short-time. The slump, it is feared, has not yet reached bottom. Production is cut to about two-thirds of normal and a large part of this is going into stock.

As an immediate expediency, the government has accelerated the placing of defence contracts for textiles, has stopped imports of unfinished cotton cloth from Japan, and has cut the purchase tax on textile goods by £17,000,000 yearly, thus reducing consumer prices.

India

India is experiencing a textile slump but on a much smaller scale. The industry is less dependent than either Great Britain's or Japan's on export sales. The home market potential is high. Production in 1951 was about 13 yards per capita; minimum needs are estimated at about 16 yards.

Inventories are not badly out of line and measures have been taken to keep stocks from rising.

Exports last year were close to 800 million yards; this year they are figured at around 400 million yards. For a sound economy, Indian economists, it is noted, set the figure at 600 million yards.

United States

The textile business in the United States has been soft for so long, it is stated, that economists are asking themselves if the industry is going to be permanently

depressed. The present weakness in demand dates back for more than a year; recession has seldom lasted so long, and never before in a period of prosperity.

The mills have built up an inventory two-and-one-half times normal size. Excessive buying after the Korean invasion resulted in heavy stockpiling, from the mills right down to the consumer. Production is now down 20 per cent from the highest peak reached at that time, and cutbacks and lay-offs are still being made.

Purchases for defence purposes accounted for a considerable portion of last year's consumption but they are likely to be lower this year. On the consumer side, however, mill activity is considered to be less than consumer sales would warrant, and inventories have been reduced at all levels

with the exception of the mills. Most of the goods bought by consumers in the buying rush are likely to need replacing soon and, with prices lower, the industry is viewing the apparel field with confidence. "Despite this bright outlook," the article says, "over-capacity, the old bogey of the industry, is once again a major problem. Three-shift operations of all plants could flood the market at any foreseeable level of demand."

With the synthetic fibre industry, the situation is different. Synthetic fibre manufacturers do not fear over-expansion and are certain that their market will continue to grow. They see a big market in blended fabrics. New plant planned for this and next year is almost double present capacity.

N.Y. Anti-Discrimination Law Broadens Job Opportunities for Minority Groups

Work of New York State Commission Against Discrimination is reviewed in 1951 report, which describes the administration of the state's Law Against Discrimination and Commission's regulatory, educational work

According to the 1951 report of the New York Commission Against Discrimination, the New York anti-discrimination law has broadened employment opportunities for minority groups in a large number of industries.

The Commission's continuing educational program has laid emphasis on the need for adults and young people to train and apply for jobs for which they are adapted regardless of past patterns of job discrimination.

The New York Law Against Discrimination, passed in 1945, was the first state legislation designed to ensure fair employment practices. The Law prohibits discrimination in employment on the basis of race, creed, colour or national origin. The Commission responsible for the administration of the Law has two tasks: to investigate and to eliminate cases of discrimination in employment, and to carry on a program of education designed to broaden the economic areas in which job opportunities are available to minority groups and to encourage young people to train for jobs according to their aptitudes without fear of discrimination based on past patterns of employment.

The New York State Commission Against Discrimination, composed of a chairman, three commissioners and three other executive officers, has offices in seven cities throughout the state. In accordance with the Law, the Commission submits to the Governor and the state Legislature an annual report of its activities and recommendations. The Commission's report for the calendar year 1951, a comprehensive 107-page document, describes the administration of the Law and indicates that it is having an appreciable effect in publicizing and removing discriminatory attitudes. The report gives a summary of the regulatory work of the Commission, its educational program, and its rulings and interpretations under various sections of the Law.

As defined by the Law Against Discrimination, an unlawful employment practice is composed of two elements: an overt act on the part of the respondent, such as a refusal to hire, and the alleged reason for such act, which must be related to the race, creed, colour or national origin of the complainant. The exception to this

general rule is the case of a discriminatory pre-employment inquiry, which is specifically prohibited by the Law.

The report reviews first the work of the Commission in investigating and dealing with verified complaints. Any person claiming to be aggrieved by an alleged unlawful employment practice may file with the Commission a verified complaint, stating the name and address of the person, employer, union or employment agency alleged to have committed an unlawful discriminatory act and setting forth the particulars. The chairman of the Commission then designates one of the commissioners to make a prompt investigation. If the investigating commissioner finds that there is probable cause to substantiate the complaint, he endeavours to eliminate the unlawful practice by conference and conciliation. If these methods fail, a public hearing is held before three members of the Commission. If the respondent is found to have committed an unlawful discriminatory act, the Commission then issues a cease and desist order. (Only one case was ordered for a formal hearing in 1951.) Approximately six months after settlement, all cases are reviewed in order to assess the extent and effectiveness of compliance with conciliation agreements, and to determine whether further review is necessary.

The records of the Commission show that the majority of complaints are based on alleged racial discrimination in hiring. Of the 243 complaints filed in 1951, 165 alleged discrimination based on colour, 48 on creed, 16 on national origin and 14 on other grounds. As the alleged discriminatory act, 131 cited a refusal to accept an application for employment; 50, dismissal from employment; 17, discriminatory conditions of employment; 19, the withholding of referrals by employment agencies; 11, discrimination by unions; and 15, other discriminatory practices.

In its investigation of verified complaints, the Commission follows the practice of making inquiry into the general employment pattern of a company, as well as into the specific cause of complaint. Since July 1, 1945, probable cause was found to justify the specific charge of discrimination in only 28 per cent of the complaints closed, but a discriminatory policy or practice was revealed and adjusted in 61 per cent of the companies involved.

An investigation may be initiated by the Commission itself, where information concerning alleged discrimination has been brought to its attention without the

formality of a verified complaint but from a responsible source or accompanied by a reasonable degree of factual support. In such a case the same procedure of investigation, conference and conciliation is followed as for verified complaints, but the Commission has no jurisdiction to enforce its recommendations. During 1951, 44 of these investigations were begun.

Conference, conciliation and persuasion, if successful, result in a conciliation agreement. Conciliation agreements following both types of investigation generally contain four basic terms. The respondent is required to eliminate immediately all existing violations of the Law disclosed by the investigation, to make a general commitment to obey the letter and spirit of the Law in the future, to display the Commission's poster in a conspicuous place where all employees and applicants for union membership may see it, and to agree to permit the Commission to make periodic reinspections of his employment practices and to examine his records at the time of review. In addition, there are generally provisions designed to: (1) redress the complainant directly for the wrong he has suffered and protect him against future wrongful acts by the respondent; (2) educate the respondent and his personnel to the problems of discrimination and the requirements of the Law; (3) elicit changed policy pronouncements from the respondent and introduce new procedures in his personnel methods; and (4) require him to make surveys, keep records and submit reports to the Commission.

The review investigations conducted by the Commission are a means of demonstrating the effectiveness of the Law. In 85 per cent of the 334 cases reviewed in 1951, a definite improvement in the employment pattern was evident in comparison with conditions existing at the time the original complaints were filed. There were substantial increases in the number of members of different racial, religious and nationality groups employed in all job categories, showing that members of certain groups were no longer being relegated to menial positions or segregated into narrow occupational areas. In the other 15 per cent of cases reviewed, further improvements were necessary before the company's employment pattern could be considered satisfactory. The report cites a large number of examples of companies engaged in such industries as manufacturing, hotels and restaurants, finance, banking, insurance, real estate, chemicals, transportation, printing and retail stores, in which negroes

and other minority groups were employed for the first time, often in jobs of a skilled nature.

A third activity of the Commission is its review of application forms. The Law Against Discrimination specifically prohibits pre-employment inquiries which directly or indirectly express any limitation or discrimination as to race, creed, colour or national origin, unless based on *bona fide* occupational qualifications. The Commission has made numerous rulings as to what constitutes an unlawful inquiry and has invited employers and employment agencies to submit their application forms. A review of the respondent's application form is also made a routine part of all investigations. Employers or employment agencies found to be using an unlawful inquiry are requested to file with the Commission a revised form. During 1951, 1,163 firms were checked; 629 of them did not use application forms and, of the other 534, 303 were found to be making at least one unlawful inquiry.

Cases described in the report indicate that the provision relating to pre-employment inquiries has been interpreted strictly. Employers and employment agencies may not require an applicant for a job to give a photograph of himself because photographs could be used as a means of screening applicants on the basis of racial characteristics. They may not demand either a baptismal or birth certificate as proof of age because one would indicate the applicant's religious creed and the other his national origin. With regard to employers who wish to consider only applicants of one creed or race and agencies serving these employers, the Commission states that each individual case should be submitted for consideration to determine whether the limitation is based on a *bona fide* occupational qualification. The rulings of the Commission, while based on the facts in each case, form a general pattern which should guide other employers and agencies. They are, however, enforceable under the Law only when a verified complaint has been filed, and then only after every effort has been made through conciliation and discussion to arrive at a mutually satisfactory agreement.

The educational program of the Commission is carried on at both community and state levels. Twelve local councils, composed of individuals serving without compensation and representing as far as possible a cross-section of the population, study discrimination, make recommendations to the Commission, and foster co-operation and amity among the various groups in their communities.

These councils plan their own activities, with the assistance of Commission staff members. In 1951, several of them held a series of luncheon meetings attended by representatives of various groups, particularly of management and labour, at which council members gave information about the work of the Commission and the educational resources available, after which a general discussion took place on how the Law worked out in practice and what more could be done to build better relations in the community. In co-operation with other agencies concerned with improving human relations, several councils have undertaken research projects and programs designed to persuade employers to adopt fair employment pledges and to encourage young people of minority groups to surmount their sense of fear and frustration and to train and apply for the work they desire.

To carry out the policy of encouraging young people to train for jobs at the level of their ability, the Commission and the councils have made great efforts to publicize in the schools the anti-discrimination law and the work of the Commission. In 1951, a comprehensive program of vocational guidance, with special emphasis on the Commission and its policies, was developed in co-operation with the Placement Director of the New York City Board of Education. It was first tried in the junior high schools of East Harlem, an area where many negroes, Puerto Ricans and Italian-Americans live. A series of lessons was given, council and Commission members spoke, dramatic presentations of actual Commission cases and related local problems were staged at assembly periods and parents' meetings, and discussion groups were held throughout the schools. Commission films, recordings, scripts, literature, posters and displays were used.

To interest mass audiences throughout the state in the elimination of discrimination, the Commission uses films, radio, television, newspapers, periodicals, posters and exhibits, and its own publications. During 1951, films sponsored by the Commission had 2,150 showings before audiences totalling approximately 225,000 persons. They were used by schools, colleges, churches, synagogues, employer groups, unions and other community groups as well as by commercial theatres. Approximately 500 speaking engagements were filled by members of the Commission and its councils during the year and the two-fold approach of the educational program was illustrated by the types of organizations addressed. On the one hand, talks

were given before employer groups in an effort to broaden employment opportunities and, on the other hand, before intergroup agencies, religious organizations, parent-teacher associations and adult education classes for new Americans to put emphasis on the importance of self-education for higher skills in line with the growing opportunities for trained people from every group in the population. During 1951 the Commission broadened its program by introducing informal field visits to employers in the Albany-Troy area.

In its report the Commission draws attention to its work in the field of maritime employment in which two principal forms of discrimination have been found: segregation on the basis of colour among the unlicensed personnel and refusal to hire negroes as licensed personnel. A significant achievement of the Commission in 1951 was its success in changing the discriminatory admission and referral practices of the Seafarers International Union of North America, Atlantic and Gulf District, through the conciliation process, following the filing of complaints against the union by 20 negroes and two Puerto Ricans. The membership of the union is divided into three categories known as the Deck Department, the Engineerroom Department and the Stewards Department. It was the policy and practice of the union, with very limited exceptions, not to admit any person whom it classified as coloured to any department except the Stewards Department. Within the Stewards Department a policy of segregation was followed. The hiring hall for the coloured members was on a separate floor, a separate job opportunity list and a separate registration list determining seniority rights were maintained for coloured members, and the union classified the Stewards Departments of ships under its jurisdiction as white or as coloured and carried out its job referrals in accordance with such classification.

Under the Commission's direction, these discriminatory methods were eliminated by a series of transitional steps. First, the separate hiring halls were abandoned. The existing pattern of an "all coloured" or "all white" Stewards Department was first broken by having the galley unit of the department on a ship all white and the messmen's unit all coloured, or vice versa. Finally, in July, 1951, the union signed a formal conciliation agreement in which it undertook to eliminate entirely the separate classifications based on colour. The terms of the agreement provided for the establishment of a rotary shipping system under which each member was to be referred for job openings within his own department from a single list on the basis of seniority.

A typical case of discrimination against negroes trained as licensed personnel is described. The complainant, a negro with long experience at sea and qualified as chief mate, charged that he had been dismissed from his employment as second mate because of his colour. Since the ship's master made various allegations as to his incompetence, a thorough investigation of the complainant's abilities and performance was made. The result was a determination of probable cause to justify the complaint. A conciliation agreement was concluded providing for the payment of \$4,000 in back pay to the complainant and the furnishing of a good recommendation as to his competence. The respondent also reaffirmed its intention to comply fully with the spirit and letter of the Law and to make its policy known in written instructions to all ships' masters.

The final section of the report for 1951 records the passage of a Bill, recommended jointly by the Commission and the New York State Department of Education, extending the jurisdiction of the Commissioner of Education to eliminate discrimination in the admission of students to business or trade schools.

U.S. Senate Hearings on Proposed FEPC Law

Experience in administering fair employment practices legislation of employers and state government officials was described before the Humphrey sub-committee of the United States Senate, which, in addition to hearing recommendations on how to deal with communism in trade unions, is considering two fair employment practices bills of the "compulsory" type with special

emphasis on the effect of employment discrimination on the utilization of manpower.

Irvin J. Willis, Vice-President in charge of industrial relations at the International Harvester Company, told the sub-committee that his company has had a non-discriminatory policy in effect since 1919 which

is now embodied in an agreement with the United Automobile Workers of America (CIO).

Mr. Willis stated that in one of the company's southern plants, prospective employees were told of the non-discriminatory policy and that they might be working next to Negro employees. Workers were given an opportunity at this time to decide whether this would be distasteful to them. All employees were taken together in orientation classes without segregation and job assignments were made on the same basis, reported Mr. Willis. He remarked that there had been a few incidents in this southern plant, mainly in cases where a Negro worker had been upgraded. He noted that these were not too serious in nature and had been met successfully "through the joint efforts of the company and the labour union involved".

Frank M. Folsom, President of the Radio Corporation of America, told the subcommittee that his employment and personnel departments work closely with such groups as the Urban League, the National Association for the Advancement of Coloured People, government employment services and other agencies known for their activities against discrimination in employment.

As a result of the company's non-discrimination policy, a substantial number of the employees come from minority groups, Mr. Folsom remarked. He added that the acceptance of minority groups by fellow employees is "at a very high level" and that the community reaction has been "understanding and sympathetic."

A request that state legislation on fair employment practices take precedence over

federal laws was made before the subcommittee by Edward W. Edwards, Chairman, and Henry Spitz, General Counsel, of the New York Commission Against Discrimination. They also asked that federal agencies dealing with this problem have jurisdiction within the state only where the effect on commerce from discrimination would be "substantial".

Compulsion in the administration of fair employment legislation was advocated by Edward S. McKenney, a member of the Massachusetts Commission Against Discrimination, who stated that in Massachusetts' six years of experience with a compulsory FEPC, it had been necessary only once to go beyond conciliation or persuasion but that the existence of the enforcement power "has influenced the decision of many a respondent not to resist a justifiable finding of discrimination."

Will Maslow, former Director of Field Operations for the Fair Employment Practices Committee during the Second World War, urged the enactment of a compulsory law on the grounds that voluntary legislation had failed. He pointed out that in Cleveland, Ohio, a voluntary plan had been given a 13-month trial and had failed. A city ordinance, with enforcement powers, was subsequently enacted "and is now working well," Mr. Maslow stated.

Union support for compulsory fair employment practices legislation was voiced by spokesmen for the CIO and the AFL who appeared before the Senate subcommittee. Boris Shiskin, AFL economist, said the AFL supports a compulsory FEPC since unions alone cannot wipe out discrimination in employment.

Memorandum of Strike Settlement Held not to be Collective Agreement

The Ontario Labour Relations Board, dismissing a union application for consent to prosecute an employer for failure to be bound by a collective agreement and to submit to arbitration differences as to its interpretation, ruled on March 31 that a memorandum of strike settlement cannot properly be regarded as a collective agreement within the meaning of the Ontario Labour Relations Act. Two members of the Board dissented.

The union making the application was the United Steelworkers of America and its Local 4305; the employer was Hollinger Consolidated Gold Mines Limited.

The union was certified September 20, 1950, as the bargaining agent for certain of Hollinger's employees. The ensuing negotiations did not result in an agreement and, on January 23, 1951, the union applied for conciliation services. Neither a conciliation officer nor the conciliation board

which made its report to the Minister of Labour on June 29 was able to effect an agreement between the parties. On July 9 a strike was called.

Negotiations continued under the auspices of the Chief Conciliation Officer of the province. On August 30, 1951, a memorandum of settlement was signed. The parties conducted further negotiations in the four months following but failed to agree on a wage rate schedule based on job classifications which, under the terms of the memorandum, was to be settled by a wage committee and for which 13 cents per hour per employee were allotted. On January 16, 1952, the company announced the implementation of a new wage rate schedule. This the union considered a violation of the agreement of August 30, 1951, and it demanded that the matter be submitted to arbitration. When the employer refused, the union filed application for consent to prosecute.

The majority of the Labour Relations Board considered that the memorandum of strike settlement was not a collective agreement because it did not deal with all the matters at issue between the parties and because, on two questions which it did cover, incentive earnings and pensions, it merely adopted the general recommendations of the conciliation board for a full discussion of the matters between the union and the company. In the view of the Labour Relations Board, the parties intended the memorandum to be only a

basis for further negotiations, while a collective agreement "is intended to settle the terms and conditions of employment that are to obtain during its lifetime and to govern the collective bargaining relationship between the parties to it."

The Board concluded its reasons with this statement:—

We wish to record our considered opinion that memoranda of strike settlement should have binding effect and that provision for the final and binding settlement of disputes arising out of such memoranda should be made. We would add, however, that we are not convinced it would be wise to secure that result by the device of construing strike memoranda generally to be collective agreements under the Labour Relations Act.

The view of the two dissenting members was that, although a memorandum of strike settlement is not always a collective agreement, this one did contain the essential elements of a collective agreement and was a document under which the parties could have carried on a satisfactory day-to-day relationship while continuing their discussions as to any matters remaining in dispute. They were of the opinion that a collective agreement did not necessarily record a full and final settlement of all issues, as it was not unusual for the parties to declare in it their agreement in principle upon some term or condition of employment and to leave for further discussion the actual substance of that term or condition.

Labour Attachés Praised By British Publication

Praise for British labour attachés was expressed in a recent issue of *The Economist* (March 15) in an editorial commenting on the fear in Great Britain that their numbers may be reduced because of the current economy drive. "The only possible justification for cuts, if they must be made," the editorial states, "is to save money; they must not be a prelude to abolishing this useful work."

An excerpt from the editorial follows:—

At present 21 of them are serving abroad, and they are covering all but 18 of the countries in which Great Britain is diplomatically represented. Their main duty, as Ministry of Labour men, is to publicize and spread British methods of maintaining peace in industry, as well as British trade union practices; but they serve other valuable purposes. For example, they move in a stratum of foreign society which is unknown to the average diplomat. They meet large

numbers of people who are not officials, and who are not asked to official parties. If the right man is picked in London, he is admitted to a fraternity that stretches across frontiers. His grasp of what the common man thinks and does is often more extensive, and less likely to be founded upon hearsay, than that of colleagues with a purely diplomatic training. His use as an information officer may be secondary to his role as a contact man, but it is equally valuable.

Again, in countries with nascent but under-developed labour movements—for instance, the countries of the Middle East—the right man can help to shape trade union activity along lines that will render it resistant to Communism.

Canada's first labour attaché was appointed last January, when Pat Conroy was posted to the Canadian Embassy at Washington in that capacity. (L.G., Feb., p. 152.)

International Labour Organization

Healthful Working Conditions in Shops and Offices Discussed in ILO Report

Report includes a draft code of hygiene for office work and analyses
the main problems involved in creating healthful working environment

A report entitled "Hygiene in Shops and Offices" published by the International Labour Office in 1951 is the result of a steadily growing interest in the problems of non-manual workers. Conditions affecting industrial workers have been the subject of much investigation and, since the first half of the nineteenth century, various laws, regulations, and safety and health codes have been issued for their protection. It is only within this century that the movement to protect shop and office workers from occupational strains has gained force. This development is likely to be intensified now that the numbers of non-manual workers are increasing faster than those of manual workers.

Legislation now in force tends to be of a general nature. It is to a great extent embodied in public health statutes or in codes intended primarily for industrial workers. Frequently, it is negative in character, leaving all but the most flagrantly harmful conditions to be remedied by the employer at his discretion. Even the Conventions and Recommendations adopted by the International Labour Conference contain no explicit provisions dealing with general hygienic conditions in commercial establishments. One International Labour Office publication covering industrial workplaces, the *Model Code of Safety Regulations for Industrial Establishments* (1949), contains requirements on such matters as lighting which apply to offices. The *Standard Code of Industrial Hygiene*, adopted by the ILO Correspondence Committee on Industrial Hygiene and published in 1934, also prescribes standards affecting the health of all workers.

National provisions for enforcing the legal standards are not so effective in the case of shops and offices as they are in the case of factories. However, the Labour Inspection Convention, 1947 (No. 81), applies to commercial workplaces as well as factories.

The International Labour Organization has long been concerned with working con-

ditions of white-collar workers and its early interest in the subject resulted in the establishing in 1928 and 1930 of two advisory committees to study the problems of professional workers and salaried employees, respectively. Their opinions and resolutions, which were transmitted to the Governments of the Member States of the ILO, had good results in several countries and the work of the earlier committees has been useful to the new committee set up by the Governing Body in 1947 to resume the work interrupted by the war. The new committee, the Advisory Committee on Salaried Employees and Professional Workers, was given greater authority than the previous ones by making it representative of employers as well as employees and governments. The wider representation gained by this tripartite structure was further increased by ensuring that the membership covered countries in various parts of the world. The membership of the Committee now stands at 13 countries: Brazil, China, Czechoslovakia, Egypt, France, India, Italy, Peru, Poland, Sweden, United Kingdom, United States and Uruguay.

At its first session in 1949, the Committee's agenda included a general examination of the economic and social situation of non-manual workers and a discussion of weekly and daily rest periods in commerce and offices. Certain resolutions dealing with these subjects were passed with a view to stimulating government action and further International Labour Office studies.

In requesting the International Labour Office to study particular subjects for inclusion on the agenda of future sessions, the Committee gave highest priority to the topic of hygienic working conditions in shops and offices. The topic was later placed by the Governing Body on the agenda for the second session of the Committee in Geneva in 1952. The 60-page report, "Hygiene in Shops and Offices", published in preparation for the session,

includes a draft code of hygiene for office work which was drawn up by the Office in an earlier study (1936) requested by the ILO Correspondence Committee on Industrial Hygiene.

The report begins with an analysis of the main problems involved in producing not merely a healthy environment but also a pleasant atmosphere in which to work. These include problems in architectural design, in planning the interior layout, and in providing facilities for rest, relaxation and meals, as well as for health services, attention being given to special arrangements for women. Existing conditions and new developments are briefly dealt with.

Congenial surroundings are considered particularly important in shops and offices, where strain is more often mental or nervous than purely physical. It is pointed out that laws can do little except set minimum health standards and that, to a great extent, improvements depend on voluntary action by employers and employees who desire a good working environment.

The Committee recognized that it had to consider standards and methods of improvement for large and small establishments, for East as well as West, for underdeveloped countries as well as highly industrial ones, and for widely different types of work. Because conditions in small establishments are more easily controlled by the individuals working there, the report emphasizes conditions in large and medium-sized establishments. The same principles apply, of course, to the smaller workplaces.

In its general discussion of the main problems, the report states that a building must be planned for suitability of purpose as well as for structural soundness. Appearance must be secondary to functional layout. It must be remembered, however, that pleasant surroundings add to a staff's efficiency.

The importance of consultation by the owner and architect or engineer, having regard to the work which is to be done and the facilities which must be provided, is emphasized. It is suggested that discussions with the people who will work in a building generally help the planner to avoid pitfalls. It is desirable not to overlook the possibility of necessary future expansion or alteration. Careful attention should be paid to matters of detail as well as to major points of design and construction. Even a door opening the wrong way has been known to cause great inconvenience or annoyance.

Careful consideration must be given to space requirements in order to allow free movement without disturbance to others. An average of 75 to 90 square feet per office employee is considered adequate (less is sufficient for shop employees). A few general principles for guidance in the allocation of the space are given: "... the space should be so allotted that the movement of the work of each section is continuously forward; sections that complement or work with each other should be allocated adjacent quarters; supervisory staff should be placed near the sections which they control; offices that are visited by the public should be near the entrance; operations involving noise should be carried out away from personnel who have to concentrate on mental work; areas where there are no windows should be reserved for use as passageways and for the storage of files, etc."

The idea of constructing buildings without external windows is discussed, but any advantages of windowless buildings are felt to be outweighed by the hazards they present in case of fire or explosion and by the feeling of depression and confinement which is likely to affect the well-being and work of those inside.

Great importance is attached to lighting (particularly natural lighting), temperature, ventilation and colour as factors contributing to the morale of workers. A properly-planned colour scheme helps to improve efficiency as well as health. Tables are given in the report suggesting minimum standards of lighting intensity and temperature.

Since the factor which is most likely to cause irritation and discomfort is bad maintenance of the premises, the report advocates periodic redecoration and a permanent maintenance staff for cleaning and repair.

Trends in furniture design show an increasing emphasis on the functional aspect. The most important single item of office furniture is the chair, which affects not only the ease and comfort with which work is accomplished, but also the amount of work done. It should be "adjustable, of appropriate dimensions and with a suitable inclination towards the back". There is a tendency to prefer foam rubber and plastic upholstery materials.

In desks, the trend is towards simplicity with provision of an adequate working surface and storage space. The height of desks used for typing and other secretarial work should be adjustable.

As regards shop fittings, new forms of shelves, drawers, boxes and ladders have

been developed. Improvements in counters and furniture have made them more pleasing to the eye and easier to clean.

The report takes note of the fact that mechanization has made great strides in office work as well as in industry. Various types of electric machines address letters, take down dictation, operate punch-card files and perform complicated mathematical calculations. Because these methods tend to reduce initiative and creative effort, it is highly important from the standpoint of mental health that workers should not be required to work in a depressing or unhygienic environment.

The report emphasizes the necessity of short breaks for rest and relaxation in the course of the morning and afternoon, and suggests that a means of obtaining light refreshments during the break should be provided. The provision of a well-managed canteen at or near the place of work, where the worker can obtain nourishing and low-priced meals, is recommended. Lounges or rest rooms should be convenient to working quarters and should provide a change in atmosphere as well as a chance for relaxation.

An interesting innovation in office routine in some Swedish firms is a period of physical exercises. The employees in one large firm perform calisthenics to music each day at 3 p.m. to offset the mental fatigue which otherwise sets in. In its training schools, this firm stresses the ability to relax.

The report commends the practice in many offices and shops of holding medical examinations of workers upon employment. It is advisable for managements to provide medical care facilities wherever possible.

The 1919 ILO Convention concerning maternity protection applies to women employed in shops as well as in industry. The revision of the Convention to cover all women, thus including those in offices, will be discussed at the 35th Session of the International Labour Conference in June, 1952.

An allied problem is the care and supervision of the children of working mothers. Some establishments provide nursing accommodation or crèches, school dinners, and also facilities for the care of school-children after school and on holidays.

Special reference is made to the living conditions of women employees and the report notes that in some countries hostels are maintained by the state for young women employees living away from home. It is important that recreational facilities should be available for those workers who are cut off from normal family or social life. Such activities might include clubs, sports, orchestras, dramatic societies and social events.

Besides the review of desirable standards and of conditions in practice, the report contains a survey of legislative provisions in various countries. General provisions (not always applying directly to office and shop workers) and some specific provisions touch on such matters as ventilation, temperature, lighting, cleanliness, medical examinations, overcrowding, sanitation, seating and noise. For the most part, the legal requirements are for minimum standards which in themselves alone would not create the best possible working conditions.

A few countries have detailed requirements for medical supervision. Several make special provision for women, particularly with regard to chairs or benches. Some set down specific figures for the height, cubic space and ventilation of workplaces. A few, e.g., New South Wales and Queensland, prescribe minimum and maximum temperatures for sedentary work.

The conclusions contained in the last chapter stress the importance of advance planning of buildings designed for use as shops or offices and the need for a comprehensive legal code applying specifically to office and shop workers. A system of inspection is recommended to ensure the observance of legal provisions. It is emphasized that law is not enough, that there must be individual action, either spontaneous or through collective agreements. Publicity and research are suggested as means of arousing action. The appointment of personnel and welfare officers is advocated. It is suggested that the Committee adopt a resolution recommending standards to be achieved and measures to be taken in their achievement. The report ends with a list of points for discussion by the Committee at its second session.

Registered Ratifications of ILO Conventions Total 1,262

The total number of registered ratifications of conventions of the International Labour Organization had reached 1,262 by March 1 this year. In all, 100 conventions have been adopted by the ILO up to the close of the 34th session, held at Geneva, Switzerland, in 1951.

Bulgaria, with 62, has ratified the greatest number of these conventions, followed by France with 61 and the United Kingdom with 50.

Since the ILO was organized in 1919, Canada has ratified 18 of its conventions. Most of those ratified have dealt with marine labour.

The conventions ratified by Canada are: Hours of Work, Minimum Age (Sea), Right of Association (Agriculture), Unemployment Indemnity (Shipwreck), Weekly Rest (Industry), Minimum Age (Trimmers and Stokers), Medical Examination of Young Persons (Sea), Seamen's Articles of Agreement, Minimum Wage-Fixing Machinery, Marking of Weight (Packages Transported by Vessels), Protection against Accidents (Dockers), Minimum Age (Sea—revised), Statistics of Wages and Hours of Work, Food and Catering (Ships' Crews), Certification of Ships' Cooks, Medical Examination (Seafarers), Certification of Able Seamen, Final Articles Revision, Employment Service.

Experts Examine Application of ILO Conventions

An expert committee of the International Labour Organization has completed its annual scrutiny of the way in which the ILO's member countries are living up to their obligation to give practical effect to those ILO Conventions they have ratified.

In summing up its observations, the committee found a "large degree of full and effective application by the great majority of states of the Conventions to which they are parties and fulfilment of their obligations thereto."

The experts said, however, that they regretted it was necessary to call attention again, as they had previously, "to a number of cases of long-continued and serious disregard of the obligations" imposed by the Conventions and by the ILO's constitution itself.

Countries ratifying Conventions adopted by the ILO are required to submit an annual report on the manner in which national standards are brought into and kept in line with the standards established in the Conventions. These reports are examined by the committee of experts, which in turn submits a report to the ILO's Governing Body and to the General Conference.

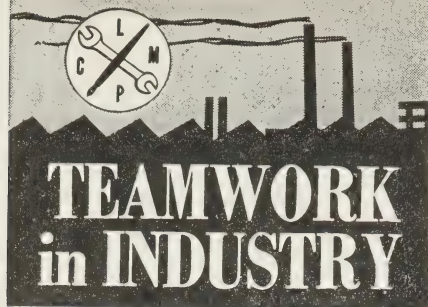
The reports examined by the committee covered the period from July 1, 1950 to June 30, 1951. It noted that Governments were called upon to supply 907 annual reports on the 65 ILO Conventions then in force. It said that it was encouraged by the fact that 706 of these had been received.

Management Spokesmen Praise, Endorse LMPCs

The Labour-Management Co-operation Service of the Department of Labour has published the first of a series of folders comprising statements by management spokesmen on their experience with Labour-Management Production Committees.

The folders are titled "What Management Men Say About LMPCs".

Contained in the first folder are statements endorsing LMPCs from a Windsor, Ont., pharmaceutical house, a Nova Scotia brick and tile manufacturer, a textile mill, a shipyard, a fertilizer factory and a biscuit maker.



The Employee-Management Co-operation Committee (LMPC) at Marathon Paper Mills in Marathon, Ont., has been an important factor in maintaining employee interest in both production and safety problems, according to William Forester, Personnel Manager. Mr. Forester says that "management is well pleased with the function of the Employee-Management Co-operation Committee." The committee was formed in 1948.

Production workers are represented by Peninsula Lodge, Local 548 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC); and office workers by Local 219, International Office Employees' Union (AFL-TLC). Officers of the unions have praised the Committee for the role it plays in keeping the employees informed on plant problems. President Walter Milne of the Office Employees' Union commented that "the expressions of opinion are really good."

Among the recent achievements of the Committee are the establishment of a completely-equipped Hobby Shop for the benefit of the employees and townspeople at Marathon and the arranging of a trip to the parent company's American plant for the winners of the best safety and production suggestions in 1951. These two employees will see at first hand the use made of kraft pulp manufactured at Marathon.

* * *

The first in the 1952 series of posters and pay envelope stuffers issued by the Labour-Management Co-operation Service will be released in June. These posters and stuffers are available free of charge to all committees listed by the Department of Labour. Samples of the current poster and stuffer are sent to every committee each month and quantity orders may then be placed.

The new posters are attractively printed in colour and stress the importance of many of the problems daily faced by LMPCs, particularly in manufacturing industries. Subject matter of the 12 posters in the series is as follows: good housekeeping, absenteeism, ideas, safety, fire prevention, co-operation and teamwork,

conservation of tools and materials, quality control, and time wasting. As in past years, the familiar figure of Tommy Teamwork with his apt comment on each situation also appears.

* * *

The LMPC of the Fort William Transit has been active in promoting safety and in helping management improve the service. The main committee has four sub-committees on Safety, Transportation Services Improvements, Suggestions and Welfare, which report directly to it.

The good safety record of the system has been in large part due to the work of the LMPC. In 1951, more than six million passengers were carried a total of 1,116,325 miles with only one serious accident. Mr. A. V. Steele, manager of the system, noted that "the operators see a lot of things that other motorists do not notice. I'm very pleased with the results."

Another achievement of this LMPC was its work in helping to effect a smooth change-over to electric trolley buses. The project was studied for almost a year and several sound recommendations made to management.

Participating union in this LMPC is Division 966, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC).

* * *

"We must appreciate and understand each other's problems; you should recognize and worry with us in managerial matters and we, in turn, should heed the recommendations you make to us," CNR President Donald Gordon told the 26th annual meeting of the CNR Union-Management Co-operative Movement, Motive Power and Car Equipment Section.

The CNR has been operating these system-wide co-operative committees for the past 26 years. During that time, 38,725 suggestions have been received. Over 33,000 (85%) of these have been accepted. In 1951, 1,334 suggestions were reviewed and 981 accepted. Suggestions dealt with a wide range of subjects including traffic, safety, building improvements, machinery, tools, etc.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued five certificates designating bargaining agents, ordered five representation votes, rejected one application for certification, and allowed the withdrawal of one application for revocation of certification. During the month, the Board received eight applications for certification.

Applications for Certification Granted

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed at its Depot Ticket Office, Vancouver (L.G., April, 1952, p. 438).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed at its Hotel Vancouver Ticket Office, Vancouver (L.G., May, 1952, p. 589).

3. Local Union 213, International Brotherhood of Electrical Workers, on behalf of a unit of employees of the Vancouver Hotel Company Limited, Vancouver, comprising employees classified as electrician (L.G., May, 1952, p. 589).

4. Local Union No. 828, International Union of Operating Engineers, on behalf of a unit of employees of Hudson Bay Mining and Smelting Company, Flin Flon, Man., employed in the Turbines, Air and Heating Department of the Mechanical Plant, Cuprus Mines, and North Star Shaft (L.G., May, 1952, p. 589).

5. Operating Engineers, Local No. 16, Amalgamated Building and Construction Workers of Canada, on behalf of a unit of employees of Burrard Inlet Tunnel and Bridge Company, North Vancouver, comprising employees classified as chief operator, operator and assistant operator (L.G., May, 1952, p. 589).

Representation Votes Ordered

Following investigations of applications for certification affecting the following parties, the Board ordered representation votes of the employees concerned:—

1. National Association of Marine Engineers of Canada, Inc., applicant, and

Northwest Steamships Limited, Toronto, respondent (L.G., July, 1951, p. 968). (Returning Officer: F. J. Ainsborough).

2. Brotherhood of Railroad Signalmen of America, applicant, and Canadian Pacific Railway Company, respondent (L.G., April, 1952, p. 438). (Returning Officer: C. E. Poirier).

3. Machinists, Fitters and Helpers, Local No. 3, applicant, and Canadian Pacific Railway Company (B.C. Coast Steamship Service), respondent (L.G., March, 1952, p. 286). (Returning Officer: D. S. Tysoe).

4. Brotherhood of Painters, Decorators and Paper Hangers of America, Local 1163, applicant, and Canadian Pacific Railway Company (B.C. Coast Steamship Service), respondent (L.G., April, 1952, p. 438). (Returning Officer: D. S. Tysoe).

5. International Brotherhood of Electrical Workers, Local Union 230, applicant, and Canadian Pacific Railway Company (B.C. Coast Steamship Service), respondent (L.G., April, 1952, p. 438). (Returning Officer: D. S. Tysoe).

Application for Certification Rejected

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Canadian Pacific Railway Company (B.C. Coast Steamship Service), respondent (L.G., March, 1952, p. 286). The application was rejected for the reason that it was not supported by a majority of the employees in the bargaining unit specified in the application.

Application for Revocation of Certification Withdrawn

Forbes Rhude, applicant, The American Newspaper Guild, respondent, and The Canadian Press, respondent (L.G., May, 1952, p. 589).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Received

1. National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of employees employed at Sorel, Que., by Canada Steamship Lines Limited (Investigating Officer: C. E. Poirier).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of Canadian National Railways, comprising extra gang timekeepers employed by the company at various points in its Atlantic Region (Investigating Officer: H. R. Pettigrove).

3. Canadian Air Line Navigators Association, on behalf of a unit of navigators employed by Canadian Pacific Air Lines Limited on its Pacific lines (Investigating Officer: D. S. Tysoe).

4. International Longshoremen's Association, Local 38-163, on behalf of a unit of employees of Davidson Marine Freight Limited, comprising longshoremen engaged in the loading and unloading of freight in

the Port of Vancouver (Investigating Officer: D. S. Tysoe).

5. International Union of Mine, Mill and Smelter Workers, Local 802, on behalf of a unit of employees of Frenchy's Transport Limited, Yellowknife, N.W.T. (Investigating Officer: D. S. Tysoe).

6. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 106, on behalf of chauffeurs and helpers to chauffeurs employed by Senecal Transport Limited, Montreal (Investigating Officer: R. Trépanier).

7. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of freight checkers employed by Canadian National Railways at Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

8. International Association of Machinists, on behalf of a unit of employees of Canadian Pacific Air Lines (Repairs) Limited, Calgary, Alta. (Investigating Officer: G. R. Currie).

Scope and Administration of the Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings:

(1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen (conductors, baggagemen, trainmen, yardmen, and switchtenders, Prairie and Pacific Regions; similar classifications of employees on the Eastern Region; and yardmasters on all lines) (Conciliation Officer: F. J. Ainsborough).

2. Shipping Federation of Canada, Inc., and International Longshoremen's Association, affecting longshoremen employed in the Port of Montreal (Conciliation Officer: R. Trépanier).

3. Various aviation companies, including Allied Aviation Service Company of Newfoundland, Limited, Pan-American Airways, Trans-World Airlines, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, International Association of Machinists, and Canadian Airline Despatchers Association, representing employees of the companies at Gander, Newfoundland (Conciliation Officers: H. R. Pettigrove, R. Trépanier).

4. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists (Conciliation Officer: G. R. Currie).

5. British Columbia Packers, Limited, Vancouver, and United Fishermen and Allied Workers' Union (Conciliation Officer: G. R. Currie).

6. Vancouver Barge Transportation Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

7. Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America (Conciliation Officer: D. S. Tysoe).

8. Various steamship companies on the West Coast, including Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, Frank Waterhouse and Company of Canada Limited, Canadian National Steamships, Canadian National Railways (Port Mann Barge and Ferry Service), Canadian National Railways (Okanagan Lake Barge and Ferry Service), and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

9. Canadian Pacific Railway Company (B.C. Lake and River Service) and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

10. Various steamship companies on the West Coast, including Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, Frank Waterhouse and Company of Canada Limited, Canadian National Steamships, Canadian National Railways (B.C. Coast and B.C. Lakes Barge and Ferry Service), and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

11. Canadian Pacific Railway Company (B.C. Lake and River Service) and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

Settlements Effected by Conciliation Officers

During April, Conciliation Officers reported settlements in the following disputes:—

1. Canadian Pacific Air Lines (Accounting Department, Vancouver) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie) (L.G., March, 1952, p. 286).

2. Canadian National Railways (Newfoundland Steamship Service) and Canadian Merchant Service Guild, Inc. (Conciliation Officer: H. R. Pettigrove) (L.G., April, 1952, p. 439).

3. Giant Yellowknife Gold Mines Limited and International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie) (L.G., May, 1952, p. 590).

4. North American Trucking and Distributing Company Limited, Dawson Creek, B.C., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. S. Tysoe) (L.G., May, 1952, p. 590).

5. Various aviation companies, including Allied Aviation Service Company of Newfoundland, Limited, Pan-American Airways, Trans-World Airlines, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, International Association of Machinists, and Canadian Airline Despatchers Association, representing employees of the companies at Gander, Newfoundland (see above).

Conciliation Boards Appointed

During April, the Minister established Boards of Conciliation and Investigation to deal with matters in dispute between the following parties:—

1. The Lakehead Terminal Elevator Association, representing elevator companies at Fort William and Port Arthur, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, 1952, p. 590). The Board had not been fully constituted at the end of the month..

2. Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, Frank Waterhouse and Company of Canada Limited, Canadian National Steamships, and National Association of Marine Engineers of Canada, Inc. (see above). The Board had not been fully constituted at the end of the month.

3. Canadian Pacific Railway Company (B.C. Lake and River Service) and National Association of Marine Engineers of Canada, Inc. (see above). The Board had not been fully constituted at the end of the month.

4. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Services) and National Association of Marine Engineers of Canada, Inc. (see above). The Board had not been fully constituted at the end of the month.

5. Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, Frank Waterhouse and Company of Canada Limited, Canadian National Steamships, and Canadian Merchant Service Guild, Inc. (see above). The Board had not been fully constituted at the end of the month.

6. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Services) and Canadian Merchant Service Guild, Inc. (see above). The Board had not been fully constituted at the end of the month.

7. Canadian Pacific Railway Company (B.C. Lake and River Service) and Canadian Merchant Service Guild, Inc. (see above). The Board had not been fully constituted at the end of the month.

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established by the Minister in February to deal with matters in dispute between five elevator companies in Vancouver, including the Alberta Wheat Pool, Pacific Elevators Limited, Searle Grain Company Limited, United Grain Growers Limited, and Kerr Gifford and Company, Inc., and Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., April, 1952, p. 439), was fully constituted during April with the appointment of Sherwood Lett, Q.C., Vancouver, as Chairman. Mr. Lett was appointed by the Minister in the absence of a joint recommendation from the other two members, T. E. H. Ellis and James Bury, both of Vancouver, previously appointed on the nomination of the companies and the union, respectively.

2. The Board of Conciliation and Investigation established by the Minister in March to deal with matters in dispute between McCabe Grain Company Limited (Shamrock Elevator and Feed Mill, St. Boniface) and Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., May, 1952, p. 591), was fully constituted during April with the appointment of H. G. H. Smith, Q.C., Winnipeg, as Chairman. Mr. Smith was appointed by the Minister on the joint recommendation of the other two members, C. D. Shepard, Q.C., and Leon Mitchell, both of Winnipeg, previously appointed on the nominations of the company and the union, respectively.

Conciliation Board Report Received

On April 28, the Minister received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Vancouver Hotel Company Limited and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, 1952, p. 591). The text of the Board's report is reproduced below.

Report of Board in Dispute between

Vancouver Hotel Company Limited

and

Canadian Brotherhood of Railway Employees and Other
Transport Workers

REPORT OF THE BOARD OF CONCILIATION AND INVESTIGATION

to

The Hon. MILTON F. GREGG,
Minister of Labour,
Department of Labour,
Ottawa, Canada.

In the matter of a dispute between
Vancouver Hotel Company, Employer
and

Canadian Brotherhood of Railway
Employees and Other Transport
Workers, Bargaining Agent for the
Affected Employees.

SIR:

Pursuant to the authorizations and instructions contained in the March 18, 1952 letter of Mr. M. M. Maclean, your Director of Industrial Relations, Our Board of Conciliation and Investigation, composed of Joseph A. Crumb, C. G. Robson and George Home, has heard the dispute between the Vancouver Hotel Company and the Canadian Brotherhood of Railway Employees and Other Transport Workers, Bargaining Agent for the Company's affected employees, and respectfully reports as follows:—

Institution and Duration of Conciliation

Our Board was convened on March 26, and held public sittings on April 2, 3, 4 and 5 and met for final deliberative sittings on April 15, 17 and 21. Because of the inability of the Parties to begin the Conciliation before April 2 it was necessary to request an extension of the time for rendering our Report to April 16. The Parties agreed in advance that, should an additional extension be necessary in order to accommodate the Chairman and Members of the Board, no objection would be made. Such an extension to April 23 was requested by the Board on April 15.

Representatives of the Parties

The Hotel Vancouver Company Limited, jointly operated by the Canadian National Railways and the Canadian Pacific Railway Company, and hereinafter called the Employer, was represented by M. H. Burns,

On April 28, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Vancouver Hotel Company Limited, Vancouver (L.G., May, 1952, p. 591).

The Board was composed of Dr. Joseph A. Crumb, Vancouver, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and George Home, both of Vancouver, who were previously appointed on the nominations of the company and union, respectively.

The text of the Board's report is reproduced herewith.

Manager, Hotel Vancouver; W. M. Armstrong, Assistant Vice-President Personnel, Canadian National Railways; S. M. Gossage, Assistant Manager Personnel, Canadian Pacific Railway Company; and by R. Robinson, Assistant to the General Manager of Hotels, Canadian Pacific Railway Company.

The Canadian Brotherhood of Railway Employees and Other Transport Workers, Bargaining Agent for the affected Employees, and hereinafter referred to as the Brotherhood, was represented by J. A. Querido, its General Chairman; H. A. Allison, its General Representative; and by N. J. Lance and B. Moring, Local Chairman and Local Committeeman respectively.

In addition to the above named Representatives of the Parties, our sittings were attended by Messrs. B. Litzbach, H. H. Johnson, Walter T. Patterson and George Towel of the Canadian National Railways; by Messrs. F. G. Firman and W. T. Jacobsen of the Canadian Pacific Railway; by Messrs. J. Forrest and George Bailey of the Hotel Vancouver; and by Mr. Wilfred Heffner, spectator.

No witnesses were called and, except when successfully challenged, factual data given by the Representatives of the Parties were assumed to be authentic.

*Exhibits and Supplementary Data
Submitted to the Board*

- i Collective Agreement between Company and Brotherhood.
- ii Arbitration Award of Mr. Justice R. L. Kellock.
- iii Collective Agreement between British Columbia Hotels Association and the Hotel and Restaurant Employees Union Local No. 28.
- iv Principal Submission by Mr. Querido on behalf of the Brotherhood.
- v Principal Submission by Mr. Burns on behalf of the Hotel Company—also (v b) on Volume of Business and number of Employees.
- vi Employer's rebuttal of Brotherhood's Brief.
- vii Supplementary Brief and adjusted wage schedule proposed by the Employer.

Terms of Reference and Issues

Our Board was not given specific terms of reference on matters in dispute between the Parties but ascertained at its first sitting that, on July 3, 1951, the Brotherhood notified the Management of the Hotel of a desire to revise the existing Collective Agreement with respect to:—

1. The general level of wages—a 20 cents an hour across the Board increase was requested.
2. The work week—a 40 hour, 5 day week, without reduction in take home pay, was requested.
3. Wage adjustments for the printers and certain Employees of group 6.
4. Wage adjustments within and between certain occupational classifications.
5. The status of front office clerks in the Collective Agreement.
6. Rules governing the bulletining of lowest paid positions.
7. Non-supervisory jobs not within the scope of the existing Agreement.

Although in several important respects these issues are related, our Board decided to treat each on its separate merits not only for reasons of clarity but in order to give both parties the benefit of the Board's opinions respecting each issue. Those which were resolved during the Conciliation and otherwise disposed of are recorded in Part I immediately below. Those which could not be resolved during the Conciliation and on which we have therefore made recommendations are then taken up in the following order. The issues which involve individual wage rate and classification rate adjustments (5 and 6) are treated on their merits in Part II. The issue of the 40 hour, 5 day week, is dealt with in Part III. Part IV is devoted exclusively to the Bro-

therhood's request for an across the Board cost-of-living increase of 20 cents per hour.

The separate recommendations made in each of these latter three parts combine to produce a final wage structure which the majority of the Board recommends to both Parties as a fair and equitable solution of the unresolved issues between them. This is Part V of the Report.

PART I

Issues Resolved and Otherwise Disposed of
(Numbered 5, 6 and 7)

Resolved During Conciliation

Issue No. 5 referring specifically to the "elimination of restrictive rules governing Front Office Clerks" and issue No. 6 respecting "the bulletining of lowest rates positions within a group" were resolved by the Board and the Representatives of the Parties, during the Conciliation, and are noted here for purposes of record only.

Signed on April 22, 1952.

(Sgd.) JOSEPH A. CRUMB,
Chairman.

(Sgd.) C. GEORGE ROBSON,
Member.

(Sgd.) GEORGE HOME,
Member.

Beyond the Competence of the Board

Issue No. 7, embodying the Brotherhood's request that certain positions, not hitherto included in the Agreement, be brought within its scope, raised the question of the competence of this Board to make recommendations on a matter held to be within the jurisdiction of the Canada Labour Relations Board. In the absence of specific instructions and in the face of a decided difference of opinion both between members of our Board and Representatives of the Parties our Chairman sought clarification from your Director of Industrial Relations. The relevant interchange of telegrams was as follows:—

Vancouver, B.C.
April 3, 1952.

M. M. Maclean
Director of Labour Relations
Department of Labour
Ottawa, Ont.

Issues placed before Board of Conciliation and Investigation established to deal with dispute between Hotel Vancouver and its Employees include question of extension of scope of Collective Agreement to include positions which were specifically excluded from certification of union by Wartime Labour Relations Board (National) in 1945 account being judged supervisory or confidential. Question has been raised as to competence of Board to make recommendation on this issue. Would appreciate your advice by return wire care of

Manager Hotel Vancouver as to whether this issue is properly within terms of reference of Board.

J. A. CRUMB
Chairman

Ottawa, Ont., April 4, 1952.

Dr. J. A. Crumb
Chairman Conciliation Board
Care Mgr Vancouver Hotel Co. Ltd.
Vancouver B.C.

Reurtel 3rd matters of representation are within jurisdiction Canada Labour Relations Board and if Parties are not in agreement as to inclusion additional classifications in certified bargaining unit your Board might suggest or recommend Parties refer matter to Canada Labour Relations Board. Your Board has discretion to hear Parties on matter in effort to bring about mutual agreement though recommendation for inclusion or exclusion could not be effective unless accepted by both Parties. Nothing in provisions of Act concerning representation which prevents a certified bargaining agent and an employer from voluntarily agreeing to enlarge unit providing representation rights of other bargaining agents are not infringed.

M M Maclean
Director of Industrial Relations.

Positions

Head Valet	Supervises one presser boy; position included in Chateau Laurier Agreement.
Telephone Supervisor	A working foreman without supervising functions.
Head Waitress (Cafeteria).....	Not a confidential capacity; position supervised by Caterer Manager.
Head Clerk (News Stand).....	Not a confidential capacity.
Head Waiter (Roof).....	In fact a Captain Waiter; other Captains included in the Agreement.
Assistant Steward	Not in a confidential capacity and not a boss.
Banquet Captain	Other Captains covered by existing Agreement.
Assistant Laundry Superintendent.....	Not in a confidential capacity and not a boss.
1st Assistant Housekeeper.....	Under supervision.
Bell Captains	Under Head Bellman, included in Chateau Laurier Agreement.
Nurse	Position should be eliminated from Agreement.
Sous-Chef	In reality an assistant chef—not a supervisor.
Head Night Chef.....	Under direction of chef.
Head Linenkeeper	Under supervision of Assistant Housekeeper.
Kitchen and Relief Food Checkers.....	No supervisory duties.
Timekeeper-Watchman	Should be covered by Agreement.
Cafeteria Chef	Not in supervisory capacity.

The Representatives of the Brotherhood stated that the majority of the incumbents in the above positions had been members of the Brotherhood before its certification as Bargaining Agent and in spite of their exclusion from the Agreement had in many cases retained their membership.

The Chairman respectfully submits this record without comment.

This advice was placed before the Representatives of the Parties with the request that they express their wishes on the question of whether the positions in question be referred to the Canada Labour Relations Board or be heard by our Board. The Employer's Representative was not prepared to accede to the Brotherhood's request that the issue be argued before our Board; nor was the Brotherhood's Representative prepared to refer it directly to Canada Labour Relations Board. By way of compromise our Chairman agreed to record, without prejudice, the position of the Brotherhood with respect to certain positions which it contends are of neither a supervisory nor of a confidential nature and which therefore could be brought within the bargaining unit. It is to be clearly understood that the Employer was not presumed to have surrendered his privilege of replying to these contentions, much less to have accepted them, by exercising his right of non-participation in the discussion of them. The positions in question and synopses of the Brotherhood's arguments respecting them are as follows:—

Synopses of Brotherhood's Arguments

Supervises one presser boy; position included in Chateau Laurier Agreement.
A working foreman without supervising functions.
Not a confidential capacity; position supervised by Caterer Manager.
Not a confidential capacity.
In fact a Captain Waiter; other Captains included in the Agreement.
Not in a confidential capacity and not a boss.
Other Captains covered by existing Agreement.
Not in a confidential capacity and not a boss.
Under supervision.
Under Head Bellman, included in Chateau Laurier Agreement.
Position should be eliminated from Agreement.
In reality an assistant chef—not a supervisor.
Under direction of chef.
Under supervision of Assistant Housekeeper.
No supervisory duties.
Should be covered by Agreement.
Not in supervisory capacity.

Signed on April 22, 1952.

(Sgd.) JOSEPH A. CRUMB.
Chairman.

(Sgd.) C. GEORGE ROBSON.
Member.

(Sgd.) GEORGE HOME,
Member.

PART II

Revision of Existing Wage Structure (Issues Numbered 3 and 4)

The Brotherhood requested that the management undertake wage rate adjustments for the printer and for certain unclassified occupations in group 6 of the Agreement as well as wage rate revisions within and between certain occupational classifications in order to effect a more equitable comparative scale of rates. All suggested adjustments were to be upward and independent of the 20 cents requested to cover the increased cost of living and the additions to hourly rates required to maintain 44 hour take home pay for a 40 hour week.

Arguments and Replies

The Brotherhood contended that a good many of the rates had fallen behind the upward trend in competing outside employments and that certain group classifications had in effect become discriminatory because of a long overdue job evaluation on the basis of present day standards.

The Employers' Representatives admitted that some of the wage rates were out of line but insisted that there were in fact two considerations involved in the Brotherhood's request—a rise in scale as well as a scale adjustment. If, in the individual cases, the Brotherhood insists that only upward revisions be made this would involve an upward revision in scale and should be regarded as such when considering the separate merits of the Brotherhood's demand for a 20 cent across the board increase. Our Chairman took the position that these two separate issues could be treated on their separate merits even though only upward revisions were made in effecting the realignment. He suggested

that the Board could use such a realigned scale to good advantage in projecting the final effects of its recommendations on the other wage conditioning issues before our Board without prejudicing the interests of either Party.

The Employers' Proposal

After our Chairman expressed the Board's opinion that the responsibility for job evaluation lay with the management, the Employer's Representatives made the following proposal:—

They would provide our Board with an upward revision of those job rates which the Company felt were comparatively too low and comments upon those which it thought were comparatively too high in the form of a final and definite *offer of settlement of all wage and hour* requests made upon the Company by the Brotherhood.

Our Board agreed to accept this proposal but without prejudice to its views and on the respective merits of the Brotherhood's contention that additional across the board increases could be justified in terms of the rise in the cost of living. The Employer's Representatives expressed their willingness to counsel with the Representatives of the Brotherhood both during and after preparation of the revised schedule.

The changes in existing occupation rates embodied in the Employer's proposal are recorded below. It should be borne in mind that the Employer offered these concessions in full and final satisfaction of the Brotherhood's request for an upward revision in scale as well as an adjustment in rates. They should be interpreted only in that light.

HOTEL VANCOUVER

Wage Increases Proposed By The Management

Effective January 1, 1952
(Compiled as of April 5, 1952)

Occupational Classification	No. of Employees	Present Money Rate Per Month	Proposed Money Rate Per Month
<i>Front Office</i>		\$	\$
Room Clerks	2	246.89	260.00
Night Room Clerks.....	1	216.89	230.00
Relief Clerk	1	191.89	210.00
Senior Mail Clerks.....	1	165.76	170.00
Junior Mail Clerks.....	1	159.84	170.00
Circuit and Information Clerks.....	4	159.84	175.00
Stenographers	2	189.62	195.00
Cashiers	4	183.52	200.00
Relief Cashier	1	186.89	203.65
Night Cashier	1	184.62	200.00

Occupational Classification	No. of Employees	Present Money Rate Per Month	Proposed Money Rate Per Month
<i>Telephones</i>			
Asst. Supervisor	1	171.68	190.00
Telephone Operators	3	165.76	175.00
Night Operators	2	159.84	175.00
Telephone Operators	12	159.84	175.00
<i>Housekeepers' Dept.—Night Cleaners</i>			
Head Night Cleaner.....	1	181.89	190.00
Night Cleaners	7	172.04	180.00
<i>Tavern</i>			
Cleaners	3	174.89	180.00
<i>Chef's Cafeteria</i>			
1st Counter Girl.....	1	168.70	180.00
2nd Counter Girl.....	1	162.78	170.00
Head Counter Girl.....	1	162.78	170.00
Counter Girls	6	150.94	158.00
Cafeteria Porter	1	156.89	160.00
<i>Food Cafeteria</i>			
Cafeteria Cleaner	1	174.89	180.00
<i>Housekeeper</i>			
Asst. Housekeepers	2	152.60	158.52
Asst. Linen Keeper.....	1	140.76	145.00
Housekeeper's Clerk	1	153.92	160.00
Seamstress	9	153.92	158.00
Upholsterer's Seamstress	1	153.92	160.00
Parlour Maids	2	153.92	160.00
French Polisher	1	206.89	215.00
Upholsterer	1	231.89	240.00
Upholsterers	2	221.89	230.00
Upholstery Cleaner	1	174.89	180.00
Cleaners	1	174.89	180.00
Window Cleaner	1	184.89	195.00
Scrubber	1	.91hr	.95hr
Housemen	9	161.89	180.00
<i>Service</i>			
Lobby Cleaners	2	176.89	180.00
Passenger Elevator Starter.....	1	172.78	180.00
Passenger Elevator Starter.....	1	166.86	170.00
<i>Steward's</i>			
Receiving Clerk	1	186.89	195.00
Clerk-Typist	1	173.16	180.00
Storekeeper	1	171.89	180.00
Kitchen Steward	1	196.89	200.00
Asst. Kitchen Steward.....	1	162.78	170.00
Dishwashers	22	153.92(F)	160.00
Dishwashers	5	161.89(M)	165.00
Head Silver Cleaner.....	1	174.89	185.00
Cleaners	3	174.89	180.00
Labourer	1	174.89	180.00
Labourer	1	161.89	180.00
Room Service Telephone Operators.....	2	168.70	175.00
Relief Cashier	1	156.86	160.00

Occupational Classification	No. of Employees	Present Money Rate Per Month	Proposed Money Rate Per Month
Cashier (MDR)	2	150.94	155.00
Banquet Stewardess	1	153.92	160.00
Printer	1	211.89	265.00
Printer's Helper	1	136.89	165.00
<i>Chef's Department</i>			
Asst. Night Chef	1	231.89	245.00
Roast Cook	1	246.89	260.00
Asst. Roast Cook	1	196.89	200.00
Fry Cook	1	221.89	235.00
Asst. Fry Cook	1	196.89	200.00
Vegetable Cleaners	2	150.94	156.89
Kitchen Porters	1	150.94	156.89
Asst. Staff Cooks	2	150.94	156.89
Asst. Relief Cooks	1	176.89	180.00
Pastry Chef	1	271.89	280.00
1st Pastry Cook	1	221.89	225.00
2nd Pastry Cook	1	206.89	210.00
Asst. Pastry Cook	1	186.89	190.00
Asst. Pastry Cook	2	162.78	166.00
Cold Meat Chef	1	256.89	265.00
1st Cold Meat Cook	1	196.89	216.00
2nd Cold Meat Cook	1	176.89	180.00
Asst. Cold Meat Cook	1	150.94	155.00
Poissonier	1	221.89	230.00
Banquet Chef	1	246.89	255.00
Soup Cook	1	216.89	225.00
Breakfast Cook	1	221.89	230.00
1st Swing Men	2	216.89	225.00
2nd Swing Men	3	196.89	205.00
Baker	1	226.89	245.00
1st Asst. Baker	1	201.89	210.00
2nd Asst. Baker	1	186.89	190.00
3rd Asst. Baker	1	166.89	170.00
Butcher	1	246.89	265.00
Fish Butcher	1	186.89	190.00
Chicken Butcher	1	186.89	190.00
Pot Washers	4	166.89	170.00
Pot Washer	1	166.89	176.00
Stillroom Girl	1	150.94	156.89
Stillroom Girl	1	150.94	162.78
Relief Butcher	1	186.89	190.00
<i>Catering</i>			
Porter	1	161.89	180.00
Cleaners	1	174.89	180.00
<i>Laundry</i>			
Head Washman	1	231.89	245.00
Utility Man	1	231.89	245.00
Clerks	2	165.76	172.50
Washmen	5	1.16hr	1.25hr
Truck Driver	1	1.16 "	1.25 "
Truck Driver's Helper	1	1.06 "	1.15 "
Extractor Operators	1	1.05 "	1.12 "
Extractor Operators	5	1.06 "	1.12 "
Dry Tumbler Operator	1	1.05 "	1.12 "

Occupational Classification	No. of Employees	Present Money Rate Per Month	Proposed Money Rate Per Month
Finishing Forelady	1	.95hr	1.06hr
Markers and Sorters.....	3	.89 "	1.05 "
Wash Helpers	2	.89 "	1.05 "
Wash Helpers	6	.89 "	1.05 "
Wash Helpers	1	.93 "	1.05 "
Hand Ironers	1	.88 "	1.05 "
Hand Ironers	3	.88 "	.95 "
Press Operators	13	.88 "	.90 ¹ / ₂
Flatwork Operators	30	.84 "	.87 "
<i>Engineers</i>			
Engineer's Clerk	1	181.89	200.00
Coal Passer	2	1.22hr	1.25hr
Truck Driver	1	211.89	235.00
Ice Man	1	186.89	195.00
Troublemens	6	201.89	225.00
Carpenters	2	226.89	255.00
Bronze Cleaner	1	176.89	180.00
Painter	1	211.89	245.00
Painters	3	206.89	225.00
Painter's Helpers	5	191.89	200.00
Lampman	1	191.89	195.00
Labourer	1	1.00hr	1.06hr
Radio and P.A. Maintainers.....	2	236.89	250.00

The foregoing schedule provides increases for 293 of the Company's 500 odd Employees at a total additional annual cost estimated by the Chairman to be \$35,683 and equivalent in cost to an across the board *percentage increase of 2.94* or of a flat sum increase of \$.0283 per hour. The majority of our Board are of the opinion that these latter figures may properly be regarded as a measure of the extent to which the Employer's proposal meets the Brotherhood's request for a general

increase in wages and has been taken into account in our separate deliberations on that problem.

While agreeing that the revisions would provide a more equitable comparative structure, the Brotherhood exercised its privilege to enter objections and to suggest further changes. The Management agreed that, in case its offer were accepted, it would consider further differential adjustments in the following occupational classifications.

EXCEPTIONS

<i>Occupations</i>	<i>Brotherhood's Objections</i>
Switchboard and elevator operators.....	Differential too narrow.
Swing man	Should have rate of position relieved.
Cold meat—Pastry chefs.....	No differential should exist below going rate.
Carpenter	No differential should exist below going rate.
French polisher	Should not be less than carpenter rate.
Seamstress-upholsterer	Should be upgraded.
Upholsterers	Should be equal to carpenters.

It should be noted that in the event the adjustments of the above exceptions resulted in either an addition to or a subtraction from the \$35,683 cost of the Employer's proposal, proportionate changes would take place in the percentage and hourly equivalent of 2.94 per cent and \$.0283 computed above.

Recommendation of Board on Wage Structure Revision

Our Board unanimously agrees that the existing wage structure should be revised in a manner to correct existing discriminatory differentials. Our Board unanimously agrees that the revisions proposed by the Employer's Representatives, with such

additional revisions as may result from the exceptions entered by the Brotherhood, should be made. Our Board unanimously agrees that the proposed revision may be regarded not only as a revision in structure but as effecting a general upward revision of scale.

Therefore, without prejudice to our respective members' divided views on the adequacy of the Employer's offer as a settlement of all wage issues between the Parties, we recommend that the more equitable structure envisioned therein be made a part of the final Agreement between the Parties.

Signed on April 22, 1952.

(Sgd.) JOSEPH A. CRUMB,
Chairman.

(Sgd.) C. GEORGE ROBSON,
Member.

(Sgd.) GEORGE HOME,
Member.

PART III

Request for 40 hour 5 day Week

(Issue Number 2)

Most Employees of the Hotel Vancouver have worked a 44 hour 6 day week since early in 1947. The full 6 day arrangement resulted from reducing the hourly standard from 8 hours to 7 hours and 20 minutes when the 44 hour week was adopted. In some cases Employees have co-operated in working alternate 48-40 hour weeks in order to obtain the benefit of the half day of free time anticipated when the 44 hour week was inaugurated.

The Brotherhood has requested that the standard work week be reduced to 40 hours and 5 days with no reduction in take home pay. This would call for a 10 per cent increase in hourly rates of pay and a minimal increase of 20 per cent in the payroll. The Employer has estimated that a minimum of 89 additional Employees would be required—almost 20 per cent—because the problem is not one of making up a half day. It is rather one of making up one whole day, i.e. reducing the work week from 6 days to 5 days.

The Employees' Case

The principal arguments of the Brotherhood in support of the 40 hour 5 day week may be summarized as follows:—

1. The 40 hour 5 day work week is in keeping with standard practice in other industries in British Columbia. Most clerical staffs enjoy a work week of less than 40 hours. Like concessions should be made to hotel Employees.

2. It is a mistake to regard the existing 44 hour week as more favourable from a leisure time point of view than the pre-existing 48 hour week. The great majority of hotel Employees still have a 6 day week and a 9 hour work day spread, by virtue of a 7 hour and 20 minute work day and an hour and 40 minute lunch period. Only by the institution of a 5 day 8 hour week can this irritating and allegedly unfair situation be corrected.

3. Hotel workers are now the only group among the Employees of the two great Canadian Railway Systems whose standard work week still exceeds 40 hours. Local CPR transport workers won this concession with no reduction in take home pay after failing, along with the hotel workers, to win it in the Kellock award. This continued discrimination against hotel workers mitigates against the community of interest which all Employees have in the Company's well-being and stirs up group antagonisms where a common solidarity should prevail.

4. The Railroads should, in their own interest, maintain a higher standard of working conditions than those prevailing in the less pretentious establishments engaged in the same business. This makes possible a high level of competence among Employees and the prestige enjoyed by the Railway hotels is conditioned as much by their service personnel as by the austerity of their physical surroundings. Failure to maintain any of these differentials would ultimately lead to a less well qualified personnel and a reduction in the prestige upon which much of the custom depends.

5. It is not the fault of the Employees that the hotel does not pay a full return on the investment and they should not in effect be asked to subsidize its operation by working longer hours and receiving less pay than the employment would appear to demand.

The Employer's Reply

The Employer's reply to the foregoing arguments and additional contentions relative thereto may be summarized as follows:—

1. The Hotel Company Employees now enjoy either equal or better working conditions than prevail elsewhere in the public service industry.
2. The hotel must operate on a 6 day work week in order to meet the cost

of the 44 hour week. It could have implemented a $5\frac{1}{2}$ day week, or even a 5 day one, if the Employees had been willing to forgo the increase in hourly rates through which, in effect, the Company pays for the increase in leisure time.

3. The Railway Companies insist, in keeping with the Kellock Award, that hotel Employees are not railway Employees in an occupational sense and attach no merit to the Brotherhood's contention that hotel Employees should adopt railway employment conditions. Other hotels, they insist, provide a proper precedent and comparison. The Employees of the Hotel Vancouver's principal local competitors have a 44 hour 6 day week. Some Eastern hotels have a 48 hour week.
4. The Employer agrees that more favourable employment conditions now prevail in the Hotel Vancouver than elsewhere in the industry when pensions, low cost meals, and wages are taken into account, but does not agree that this provides an argument for making the differential wider.
5. The cost of implementing this one part of the Brotherhood's several requests is estimated at \$195,000 per year, at current rates, assuming that the whole cost is borne by the Employer. It would add 89 employees to the Company's payroll. This cost cannot be passed on to the consuming public in increased service charges nor can it be made to recover itself in increased service offered. From management's point of view, it serves only to further complicate the problem of operating a business which even before this added charge could not earn the interest cost on the original investment.

Observations and Recommendations on the 44 hour 5 day Week

With some minor exceptions all of the foregoing arguments and replies have substance but they do not provide the Board with a clearly cut issue to be decided on its merits. *On principle* the argument for a shorter week should go unchallenged. Economic progress and the benefits of technological change could have no more appropriate measure than the leisure time they provided for all members of society. On principle alone the fact that a reduction in hours may establish a precedent to be followed elsewhere would appear to bolster the Brotherhood's case, rather than

to weaken it. The most impressive part of this particular phase of the argument was the disclosure that the Employees gained more leisure time from the earlier institution of the 44 hour week. The 6 day work week remained.

Although we agree that a common Employer does not establish a case for common employment conditions, we doubt that the existence of a common Employer should be used as a defence against a shorter week for hotel Employees. The merit of this proposition, if any, is displayed when it can be shown that different employments make necessary different time exactions upon both the Employee and the Employer. No evidence was brought in to suggest that it is more difficult to implement a 40 hour 5 day week in a hotel than on a railroad. The Chairman suggests that the latter would pose the greater problem.

The Brotherhood's implied suggestion that a qualitative hour and wage differential should be maintained for the service personnel of the Railway hotels in order to distinguish the individual employees from their less pretentious competitors constitutes an appeal to class distinction hardly in keeping with the professed missionary spirit of organized labour. Yet, if such class differentials do exist then the Employer is correct in his view that they should not be widened.

The most consequential and compelling arguments and replies on this issue are those dealing with costs and their incidence. The Brotherhood has treated this phase of the problem in a very cavalier manner. It has rather piously suggested that it is the management's problem and failing there should be regarded as a charge upon the public for properly maintaining a public monument—the hotel. It might be argued that a public monument should be a public charge but this is the first occasion which the Chairman has been told that, for this reason, it should provide more leisure time for its caretakers. The Representatives of the Company have quite properly pointed out that the outlay for additional Employees even at current rates—and the Brotherhood is at the same time asking for considerably more—could not be recovered in revenue because the outlay does not provide additional saleable output except perhaps for the Employeee.

Since the Employees alone benefit from the *shorter hours* in additional leisure time it would seem that they should bear the burden of its cost at least to the extent of the time gained by the affected

Employees. Particularly is this true when the Employer cannot absorb the burden but must pass it on to an innocent and already much abused person—the Canadian taxpayer—in the form of increased levy to meet the unearned investment cost of the hotel. Here it may be observed that leisure time should bring its own reward. It can only bring remuneration when it makes possible a compensating output during the remaining working hours.

Final Recommendations on 5 day 40 hour Week

In view of the desirability of reducing where possible the hours of work and attaining more time in which to enjoy the fruits of one's labour; further in view of the fact that the Employees in question are still on a six day week, We Recommend that a 5 day week, 8 hour day, be granted. We also recommend that, for purposes of meeting the cost of its institution, no change be made in hourly wage rates; that affected weekly or monthly rated positions have their rates reduced by 9.1 per cent.

Signed as of April 22, 1952.

(Sgd.) JOSEPH A. CRUMB,
Chairman.

(Sgd.) GEORGE HOME,
Member.

PART IV

The General Level of Wages

The Brotherhood's Request for a 20 Cent Increase

(Issue Number 1)

In addition to the over-all effect of an upward realignment of the existing wage structure the Brotherhood requests an across the board increase of 20 cents per hour. Before discussing this question on its separate merits it should be recalled that the general effect of the realignment proposed by the Employer will, if adopted, produce on the average a 2.94 per cent rise in the existing level; the Brotherhood's request for an over-all increase of 20 cents would therefore already have been met to the extent of 2.83 cents.

The Brotherhood's Case

The Brotherhood based its claim to a general increase in wages for the affected Employees on:—

1. A 40 point rise in the cost-of-living index since March 1948. During that time only a 4 cent increase in wages was received. Employers generally have restored this loss in real wages

by annual revisions. During this period some jobs have been upgraded by as much as 50 cents per hour.

2. The disparaging effect of the Kellock Award through which other Railway Company Employees received both a 40 hour week without reduction in take home pay and 3 cents per hour more than was granted to hotel workers. This, it is contended, was grossly unfair and a justification for the hotel workers attempt to recover competitive ground lost to the Railway workers.
3. The desirability of maintaining the prestige value of Railway hotel employment, along with the admitted prestige of the hotels themselves. The Brotherhood contends that patronage is dependent upon the qualitative differential which, before the Kellock Award, the Company itself had fostered.

The Employer's Reply

The Employer replied that:—

1. Its Employees had, over the whole period of their employment, enjoyed increases in their standard of living; that the Union had chosen a base period for its comparison of wage and living cost changes designed to produce the impression that they had not been fairly treated. The 17 cent award won in 1948 was an eleventh hour concession to the threat of a strike and not granted as a cost-of-living concession. It was well above any possible conception of the effect of the rise in living costs during the antecedent period.
2. There is no basic economic reason for assuming that hotel and railway occupations should pay like rates. The Kellock Award recognized the basic differences in these employments. Comparisons should therefore be made with hotel rates in general which show that Hotel Vancouver Employees are already paid 20 per cent more than the average paid elsewhere in the industry.
3. The Hotel Vancouver and Railway hotels in general are not in a financial position to add to an already comparatively high wage structure, particularly in view of the Brotherhood's collateral requests for an upward structural realignment of rates and a reduction in hours without loss of take home pay. Both revenue room occupancy and revenue meals have declined since 1946 and the burden of

the Union's requests could not be passed on to the Hotel's patrons without further declines in revenue.

Observations of the Board on Increase in Wages

The Board has already commented unfavourably on the Brotherhood's plea for special recognition of Railway Hotel Employees on prestige grounds. Here it may be added that, while the public may see fit to help maintain certain monuments to unprofitable investment and indeed may seek consolation in their ostentation and use for affairs of state, these are hardly tenable arguments for subsidizing the workers whose economic existence has already been challenged by the precarious nature of the enterprise. Such arguments might better be used to justify differentials in favour of the less ostentatious employment elsewhere. At best they would appear to be tenable only when they demonstrably pay off in greater revenue productivity. In its studied indifference to this problem and to the comparative advantages already enjoyed by its membership, the Brotherhood weakens its position with respect to the 20 cent increase requested. Even so, these differentials do exist and unchallenged comparisons, submitted by the Employer, reveal that on the average Hotel Vancouver wage rates exceed those of competing hotels by about 20 per cent. Thus it would appear that any adjustment which might be made on this basis has already been effected.

The Hotel Workers may have some basis for grievance in the 3 cent differential of the Kellock Award but hardly one which the Board could redress. When considered on its separate merits, the differential itself may as well be interpreted as too much for Railway Employees as too little for Hotel Employees. Still the Employer did not discriminate between these Employee groups on the basis of their separate tasks before the Award and probably would not profess to do so now if the Hotel Employees were attempting to forge ahead of the Railway Workers rather than to close the gap between them.

Although the foregoing comments may have some bearing on our final recommendation on the across the board wage rate increases, any substantial award for that specific purpose would appear to be conditioned, for the most part, by a fair estimate of the extent to which the Employees have failed to maintain their competitive status and to have kept abreast of the rising cost of living by reason of the significant revision in scale during the last few years. Beginning with

1945, when a 6 cent per hour across the board increase was granted, the record of wage increases is as follows: 1946, 10 cents; 1948, 17 cents; 1950, 4 cents; 1951, a 9.1 per cent adjustment to hourly rated Employees to make up take home pay reductions arising out of the earlier introduction of the 44 hour week. These increases, in addition to certain cost-of-living adjustments made between 1939 and 1945, raised the average hourly rate paid by the Employer from 37.12 cents in 1939 to 96.16 cents in 1951 or by 159.1 per cent. Meanwhile the cost of living rose from 100 to 181.4 or by 81.8 per cent.

On the basis of this twelve year comparison the Employer is able to demonstrate that the increases in the average wage paid exceeded the rise in the cost of living by more than 40 per cent. This is presumed to indicate that the Brotherhood's request for a general increase has already been more than met and that he has gained rather than suffered a loss in his real earnings. On the basis of a four year comparison from March 1948 to March 1952, during which living costs rose 40 points and during which, according to the Brotherhood, hourly rates rose by only 4 cents, the Brotherhood may maintain that the Employees *real* earnings have declined by 20 per cent.

These seemingly contradictory results can be reconciled though at first glance they provide a classic example of how equally well the same basic statistical data can serve both sides of an argument. Each Party chose the most appropriate period and most appropriate method for his own case. The Employer assumed, by implication, that the Employees should have made no gains in competitive status since 1939; also, by implication, that they should be satisfied today with a wage structure equivalent in buying power to that of 1939. The comparison in terms of real wages exhibited by the Employer (No. 9 in his brief) was further tilted in his direction by using the increase indicated by the *annual averages* of the Cost-of-Living Index rather than the year end figures. The latter would have given the Employees the benefit of the six point difference between the 1951 average of 184.5 and the January 1952 figure of 191.5. The Brotherhood took the year 1948, during which it achieved its highest competitive status, to justify its claim for a general increase. Moreover it further bolstered that status by the highly questionable assumption that the 1951 adjustment of 9.1 per cent, negotiated for hourly workers

to make up take home pay reductions incident to the adoption of the 44 hour week, should be disregarded in determining the loss in status suffered since 1948.

Apart from the questionable interpretation of the data the Brotherhood has unquestionably suffered some loss in status since 1948, and surely the Employer does not realistically entertain the idea that the Employees should surrender that status by tolerating a wage scale which does not maintain it. The Brotherhood proceeds on the practical philosophy that each award in excess of living cost increases establishes a new bargaining base which should not be reduced by subsequent rises in living costs. Within reason we believe that they are justified in doing so, although it does not follow that requests for *status* gains—gains in excess of the rise in living costs—are justified. The Chairman believes that in this case they are not.

We have, therefore, attempted to ascertain the amount and percentage measure of the Employees' loss in real income since 1948 and for this purpose we have taken the annual average hourly rate computed by the Employer as a proper measure of the effect of the antecedent wage adjustments. We have taken the indexes of living costs from January 1948 to January 1952 to calculate the loss in purchasing power which meanwhile has occurred. On this basis wages have, on the average, failed to keep pace with living costs by the amount of \$.0811 or an upward revision of existing rates by 8.43 per cent would be required to restore the 1948 status. This, it will be noted, is based on the existing unrevised scale and may be said to be the full measure of any and all upward revisions of rates which can be substantiated on the disproportionate rise of money wages over living costs. The determinants in tabular form follow:—

Determinants of Cost-of-Living Adjustment of \$.0811

Year	Average Hourly Wage	Index of Average Hourly Wage	Cost-of-Living Index January Base	Index of "Real" Wages
1948	\$.8526	100	100	100
1951 .....	.9616	113.7	116.5	96.7
1952 actual .....	.9616	113.7	122.3	92.9
1952 adjusted	1.0427	122.3	122.3	100
1952 adjustment required to restore 1948 status—\$.0811.				

It should be repeated that the \$.0811 upward revision is the full measure of the living cost adjustment but it is not a final figure. It is inclusive of the \$.0283 rise implicit in the Employer's proposed wage structure which we have recommended as a base for computation and has not been interpreted with respect to its application on the differently rated monthly and hourly workers.

Recommendations on General Wage Scale and Request for 20 cents Across the Board Increase

For purpose of computing the final wage structure envisioned by this Report we recommend that an upward revision of 8.43 per cent be used in calculating that final structure. We have recommended the percentage adjustment in order to avoid a certain discrimination implicit in a flat sum award. It will be recalled that no small part of admitted existing discriminations have resulted from antecedent flat sum adjustments.

Signed as of April 22, 1952.

(Sgd.) JOSEPH A. CRUMB,
Chairman.
(Sgd.) GEORGE HOME,
Member.

PART V

Final Inclusive Recommendations and Definitive Award

Net or Composite Effect of Recommendations

Our Board is of the majority opinion that the separately conceived recommendations contained in Part II, III and IV above combine to produce a fair settlement of the Brotherhood's requests. Even between the Parties there was a unanimity of opinion on the desirability of a revision of the existing structure. This was, in so far as possible, accomplished by incorporating into our separate recommendations of Part II recognition of the revision in structure proposed by the Employer. But we also noted that its adoption would involve an upward revision of \$.0283 or 2.94 per cent of the computed average wage paid by the Employer in 1951. In Part III we recommended, in effect, that the Employees affected by the institution of a 40 hour week bear its burden, particularly in view of the fact that they would be its only beneficiaries, and recommended that 9.1 per cent be used as the measure of its

cost and benefit in computing the final rate on weekly and monthly rated jobs. Relatively the same effect is produced on hourly rated workers by the one-eleventh reduction in hours worked. In Part IV it was determined that an \$.0811 per hour or 8.43 per cent would have to be added to the existing wage rates to re-establish the 1948 competitive status of the affected Employees. The net or combined effect of these recommendations on the existing rate structure may be determined in several different ways but, in order that the Board's intentions may not be misconstrued, we direct that they be interpreted in the following manner.

(1) *Hourly Rated Employees*

Adjust the existing schedules of hourly rated positions by

- (a) incorporating within it the individual rates proposed in the Employer's offer of settlement and reproduced in Part II of this Report. Having so revised this schedule to incorporate therein both the structural revision recommended in Part II and the partial general scale revision of 2.94 per cent implicit therein, then;
- (b) increase all rates displayed in such revised schedule by 5.31 per cent to complete the upward scale revision of 8.43 per cent recommended in Part IV.

A schedule so derived constitutes the recommendation of this Board on the hourly rated positions. It combines the upgrading effect of the revision in rates with the additional upgrading required to re-establish the 1948 status in a manner to give effect to both. No additional hourly wage adjustment is required to implement the introduction of the 40 hour week. That is automatically taken care of in the reduction in hours. In a given case where the Employee was rated at \$1 per hour or its equivalent and no structural revision had been recommended the resulting 40 hour rate would be \$1.0535.

Should it be determined that errors exist in the Board's determinants and calculations, then it is still the Board's recommendation that these adjustments be made in the order and manner stated.

(2) *Monthly and Weekly Rated Employees*

Revise the existing schedule of monthly and weekly rated positions by

- (a) incorporating therein the individual adjustments proposed in the Employer's offer of settlement. Having so revised this schedule to

incorporate therein both the structural revision recommended in Part II and the 2.94 per cent general scale revision implicit therein; then,

- (b) increase the rates displayed on such revised schedule by 5.51 per cent to complete the upward scale revision of 8.43 per cent recommended in Part IV; then,
- (c) reduce the rates resulting from the calculations made in (a) and (b) by 9.091 per cent to give effect to the 40 hour week recommended in Part III. The last two steps can be accomplished by reducing the revised schedule of rates resulting from the incorporation of the Employer's offer by 1.42 per cent.

A schedule of monthly and weekly rates so devised constitutes the recommendation of this Board on rate structure for the affected monthly and weekly rated positions.

Should it be determined that errors exist in the Board's determinants and calculations, then it is still the Board's recommendation that these adjustments be made in the order and manner herein described.

The Question of Overtime Pay

This Board is of the opinion that overtime rates should not go into effect on the 40 hour week basis until three months after the effective date of this Award and so recommends. During this interim period, we recommend that both hourly and monthly rated Employees be paid at regular rates for the first four hours worked in the sixth day of their respective work weeks and at one and one-half times regular rates for sixth day work in excess of four hours.

On the five regular eight hour work days we recommend that overtime rates be paid after eight hours as of the effective date of the Award.

The Effective Date of the Award

The nature of these recommendations is such as to make it both unnecessary, inexpedient, and, and, in most cases, uneconomic to date it back to January 1. The Employees could hardly hope to recover leisure time and if they were to do so it would be at their own expense and hence nullify on the whole the gains resulting from the cost-of-living adjustment. Moreover the Employer must be given time to compute the new wage schedule and to put them into effect.

We therefore recommend that the new wage structure and 40 hour week go into

effect not later than the first of the month following the Parties' acceptance of this Board's recommendations.

Signed as of April 22, 1952.

(Sgd.) JOSEPH A. CRUMB,

Chairman.

(Sgd.) GEORGE HOME,

Member.

MINORITY REPORT

of

THE BOARD OF CONCILIATION AND INVESTIGATION

To:

The Hon. MILTON F. GREGG,

Minister of Labour,

Department of Labour,

Ottawa, Canada.

In the matter of the "Industrial Relations and Disputes Investigation Act"
and

In the matter of a Dispute between Vancouver Hotel Company Limited, Employer, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Bargaining Agent for the affected Employees.

SIR:

The main demands of the Union upon the Vancouver Hotel Company Limited, the Employer in this instance, were for:—

1. A general wage increase of twenty cents per hour, and
2. A work week of forty hours consisting of five consecutive days of eight hours each with no reduction in "take-home pay" for those on weekly or monthly rates, and a compensating twenty per cent increase in the rates of those employed on an hourly basis.

In addition to the above the Union requested:—

3. An adjustment in the wage rates of all classifications in Group 6 (of the collective agreement) and of the printer,
4. Adjustment of inequalities in rates of pay within and between certain occupational classifications,
5. The elimination of the restrictive rules governing front office clerks,
6. Revision of rules to provide for the bulletining of the lowest rated position within a group, and
7. The inclusion of certain positions within the scope of the agreement which are presently excluded.

I am in agreement with the recommendations of my colleagues on the Board regarding items 3, 4, 5, 6 and 7 above. I regret, however, that I am unable to agree with their recommendations relating to items 1 and 2.

Standard

Before dealing with the request of the Union for a forty hour work week and a general wage increase, it may be said that to some extent, the Union based its arguments in support of both of these demands upon the premise that the employees of railway hotels, because of their common employer, should be regarded as being on the same footing, as far as wages and working conditions are concerned, as the other employees of the railway companies who are employed in the operation of the railways themselves. They argued that railway hotel employees were for this reason to be considered as set apart from the employees of non-railway hotels. The answer of the employer's representatives to this argument was that a common employer did not make a case for common working and wage conditions. They contended that it was necessary to adopt some standard to which to compare the wages and working conditions of the employees concerned, and that the appropriate standard for comparison in this case was the hotel industry within the City of Vancouver.

This question has been considered by successive conciliation and arbitration boards all of which have rejected the Union's contention. On principle, I cannot accept the argument that a common employer should result in common employment conditions. The adoption of such a principle would create chaos within and between occupational groups. *I am of the opinion, therefore, that if the Board is to arrive at a realistic conclusion concerning the matters referred to it for its consideration, it must of necessity recognize that the proper standard to be applied in determining the adequacy or inadequacy of the wages and working conditions prevailing in the Hotel Vancouver is to compare them to those prevailing in the hotel industry within the City of Vancouver.*

The representatives of the employer conceded that the Georgia Hotel, which is a privately operated hotel situated in Vancouver, offers the fairest basis for comparison with the Hotel Vancouver. The Georgia Hotel is the only other hotel in Vancouver which may be regarded as a first-class hotel and the wages and working conditions there are superior to those existing in any other hotel in the area, excepting the Hotel Vancouver itself. There is a collective agreement in force in the Georgia Hotel between the operating company and the Hotel and Restaurant Employees and Bartenders International Union.

General Wage Increase

During the course of the hearing it became clear that as a result of successive across-the-board increases, the whole wage structure existing in the Hotel Vancouver had become out of alignment. The wages of some employment categories were too high and others too low in comparison with other hotels or similar occupations in other industries. In general, it might be said that the employer contended that the wages of gratuity employees and some others were too high and those of the remaining employees too low. At the request of the Board, the employer filed a revised wage structure which it stated was intended to correct these maladjustments. In those cases where it considered that wages were too low, the employer proposed to increase them to or above the level existing in the Hotel Georgia. Where there was no proper basis for comparison with the Hotel Georgia, the employer proposed to increase wages to or above the going rate for the trade or employment concerned in comparable outside industry. Although it considered that in many cases where no increases were provided for that a rate reduction was justified, the employer did not request the Board to make a downward revision. These rates remain the same under the revised wage structure.

It did not appear that there was much divergence of opinion between the Union and the employer on the wage scale filed by the employer. The Union did contend however that some of the wage increases offered by the employer were too great or too small in comparison with certain other trades or employments within the Hotel, and that adjustments should be made in respect to these. *If there are inequalities as alleged by the Union, then I recommend that the Union and the employer confer for the purpose of agreeing upon wage rates which are appropriate for the categories in dispute.*

It is agreed by all Members of the Board that the revised wage scale offered by the employer places the wages of employees of the Hotel Vancouver, on the average, twenty per cent above employees of the Georgia Hotel. In addition, Hotel Vancouver employees receive pensions, travelling privileges on the railroads and the right to purchase meals and lodging in certain cases at normal costs. *By what possible standard is there justification for a further differential?* It is admitted that the average rates paid by the Hotel Vancouver are not only the highest in Vancouver but the highest for any hotel in Canada. This is especially significant

in light of the fact that the Vancouver Hotel Company Limited is not earning the interest cost on the capital required to erect and furnish the hotel. The statements filed with the Board show that on the average over the last five years there has been an annual income deficiency of \$177,398 and that in 1950 and 1951 the annual income deficiency was respectively \$295,218 and \$218,853. In view of these circumstances, I cannot agree that any further increase in wages is justified at the present time.

My colleagues however appear to be of the opinion that compensation should be made for the loss in real wages which has occurred since the high point of 150·4 was reached in 1948. They base their recommendation upon the effect of the increased cost of living since 1948 upon money wages. They have recommended that all wages be increased by 8·43 per cent (less the *pro rata* effect of the wage revision, calculated by the Chairman to average 2·94 per cent) in order to restore real wages to the 1948 levels. *I cannot agree that an increase in the cost of living justifies an increase in wages where those wages are already above the average existing in the industry. Particularly is this true where the employer, under existing circumstances, is receiving less than a fair return on the capital invested.* It is admitted by all parties that until 1948 wage increases in this hotel were not related to the cost of living. In practically all cases, they exceeded the rise in living costs with the result that real wages rose substantially between 1939 and 1948. This was a direct result of the fact that hotel workers until that time shared the results of the bargaining strength of the railway employees. They thus achieved wage increases out of line with the hotel industry of which they are a part. *It is unrealistic to say that because under these circumstances real wages reached a maximum in the year 1948 they should be forever preserved.* To do so is to ignore completely the competitive position of the Hotel Vancouver within the hotel industry. My own thoughts on this matter are much better expressed by the Hon. Mr. Justice Kellock in his Award dealing with railway hotel employees, dated December 18, 1950:—

I do not think that the fact that the cost of living has advanced since 1948, affecting hotel employees in common with others is a ground upon which I can proceed, in view of the evidence before me as to the rates which are actually in existence.

The railway has adduced evidence as to the level of wages paid non-railway hotel employees. This evidence shows in the first place that at December 1949, the average hourly earnings of employees in Canadian National hotels were 75·7 cents as compared with 58·7 cents in other hotels and restaurants not railway owned, a difference of some 30 per cent. Since that time, the railway hotel employees have received an increase of four cents per hour, bringing the average rate up to 79·7 cents, while the rate for non-railway hotels and restaurants as at August 1, 1950, was 61·0 cents per hour.

The employees do not deny these figures, but they say that the comparison is not a proper one as it is with rates paid in various classes of hotels throughout the country, whereas the railway hotels are in a class by themselves and in a position to secure much higher rates from the travelling public. Correspondingly, they call for a type of employee of greater ability and more responsibility than in the case of other hotels.

The railway has, however, adduced evidence as to the actual rates paid in each of its hotels and the rates paid in other first-class hotels in the same or comparable communities. The comparison generally indicates much higher wage rates in the railway operated hotels. . . . I do not think that, the rates now paid in the various railway hotels being substantially higher than those in other comparable hotels, a case for a further increase has been made out. Effect must be given to the undoubted fact that the employees in railway operated hotels could not do better nor perhaps as well if they sought employment in non-railway operated hotels. There is the added consideration that the employees of the railway operated hotel receive benefits in the form of pensions. Evidence as to what pensions, if any, are paid in non-railway hotels was not given.

As in the case of the railway employees proper, no argument has been presented by the employees from the standpoint of the inadequacy of the rate paid to any particular classification of hotel employee. The case has been on the basis of the same increase for all.

The result to which all of the above leads might be otherwise if the earnings of the hotels here in question justified an upward revision in wage scales, but that is not the case.

Recommendation

I therefore recommend no increase in wage rates at the present time over and

above the rates set out in the employer's revised wage structure, with such variations thereof as may be merited in those individual cases where objections were entered by the Union.

Forty Hour Week

It should be noted at the outset that the forty hour week is by no means general even in British Columbia in industries which serve the public. Retail grocery stores, including chain stores, laundries and dry cleaners, hospitals, Provincial government institutions, and hotels, are, with few exceptions, on the forty four hour week: The very nature of the employment requires that this be so, because there are few opportunities to institute technological changes which would produce a reduction in hours. The evidence before the Board is that eighty-nine additional employees would be required to institute the forty hour week in the Hotel Vancouver. The employer estimated that the wages of these additional employees with subsistence would amount to the sum of \$195,214.86. My colleagues have recommended that the forty hour week be instituted with a simultaneous reduction in pay of 9·1 per cent. If the majority of the Board were to recommend that the employees pay the full cost of instituting the forty hour week (i.e. the sum of \$195,214.86) there would be no valid ground for objecting to the reduction in hours. But reducing the wages by 9·1 per cent *does not in fact* meet fully the costs of instituting the forty hour week. On the contrary, it would require a wage reduction of approximately 15·5 per cent to fully pay for it. I doubt very much whether the employees of the Hotel Vancouver would be prepared to accept even the wage reduction recommended by my colleagues in order to obtain the shorter work week, if no general wage increase had been recommended by the majority of the Board to compensate them for the reduction in pay.

Recommendation

Bearing these considerations in mind, I cannot agree with my colleagues' recommendation for the institution of the forty hour week at this time and under the circumstances mentioned in the majority report. *I, therefore, recommend that this request be not granted.*

Observations

The new wage structure proposed by the employer compares favourably to wages paid to similar employment classifications within and without the hotel industry.

They are generous by any proper standards. The general effect of the majority award is to increase these wages by an additional sum of approximately \$140,000 over and above the costs of implementing the new wage scale. As pointed out earlier, the Hotel Vancouver, already the leader within the industry, is now operating on an inadequate return on the capital invested. Under these circumstances, to add an additional financial burden of the amount proposed is not warranted and could result in causing an operational loss.

It should not be forgotten that capital has as much right to a fair return on moneys invested as labour has to a fair return for services rendered. If this fundamental is recognized by labour and capital alike there will be fewer disagreements. The develop-

ment of this country is dependent upon capital as well as labour and unless there is an opportunity to receive a fair return, capital will not be attracted to invest new money in hotel construction.

Effective Date

I recommend that the revised wage structure take effect from January 1, 1952.

Duration of Agreement

I recommend that the new agreement be for a period of one year from the date of execution.

Respectfully submitted this 25th day of April, A.D. 1952.

(Sgd.) C. GEORGE ROBSON,
Member.

Vancouver, B.C.

(Continued from page 707)

at the Workmen's Compensation Centre at Malton, Ontario, made him internationally known, as it grew under his guidance to the largest of its kind on the North American continent."

A National Advisory Committee on the Rehabilitation of the Disabled was appointed early this year, made up of representatives of all agencies concerned with the problem of rehabilitation. At its first meeting in Ottawa (L.G., April, 1952, p. 424), the Committee recommended the appointment of a National Co-ordinator, as a full-time federal civil servant.

This Committee estimated that there are about 150,000 persons of working age in Canada, victims of accidents, congenital conditions, or disabling illness, including mental illness, in need of rehabilitation services. Many of these persons are receiving, or have received, rehabilitation services, but there are many thousands who are not getting adequate attention, and who must be supported by their families at home, or by the community in institutions.

Experts agree that a large proportion of these persons could be helped to the point where they could be placed in jobs and become self-supporting. They say that, in the end, the problem is one of finding the right job for each disabled man or woman, after he or she has been given the necessary treatment and training.

At the present time, the chances of disabled persons obtaining the help they need depends, to a large extent, on where they live and what their disabilities are.

There is a great deal of work now being done in the field of rehabilitation by federal and provincial government departments, by hospitals and by voluntary agencies. For disabilities such as blindness, highly organized facilities are available all across the country, but for some disabilities, services are available only in certain areas or for certain groups.

The National Committee has found that existing rehabilitation services are generally on a high level, but there are many gaps and considerable lack of co-ordination. Filling those gaps will be a tremendous task, too big to be undertaken by any one Government or by voluntary agencies alone. Only by the closest co-operation and co-ordination of the efforts of all agencies, government, municipal, and private, can ultimate success be obtained. It will be Mr. Campbell's task to endeavour, by the means placed at his disposal by the federal Government, to bring about this co-operation and co-ordination.

In 1947, the Workmen's Compensation Board of Ontario opened what was to become the largest convalescent and rehabilitation centre of its type in North America. Mr. Campbell was appointed the first Superintendent of this humanitarian project. Prior to his appointment as Superintendent, Mr. Campbell was in charge of the administration and setting up of the convalescent centre. He continued as Superintendent until 1951, when he was called upon to direct the Provincial Old Age Assistance program.

Collective Agreements and Wage Schedules

Wage Changes in Collective Agreements During First Four Months of 1952

Wage increases of 10 cents an hour or more are provided for in three-quarters of the 173 collective agreements, covering 37,200 workers, signed and forwarded to the Department during first 4 months of 1952

Examination of some 173 collective agreements signed and forwarded* to the Department of Labour during the first four months of 1952 indicates that almost three-quarters of these agreements provide for wage increases of 10 cents an hour or more.

More than half the agreements provide for increases of 15 cents an hour or more.

Of those agreements providing increases of less than 10 cents an hour, approximately one-fifth again contain cost-of-living "escalator" clauses which had been in effect over the previous year. These clauses provide for wage changes in relation to changes in the cost-of-living index.

The clauses vary considerably in the type of formula they set forth for adjusting wage rates (L.G., Dec., 1951, p. 1633). Workers covered by them would in most cases have been eligible for wage increases

*Other agreements signed during this period had not reached the Department by April 30 but those which were received applied to 37,200 workers.

of from 14 to 19 cents an hour during the period between January, 1951, and January, 1952, when the cost-of-living index rose by 19 points; on the other hand, decreases of 2 or 3 cents may have occurred as a result of declines in the index during the first four months of 1952.

Wage Increases in Collective Agreements First Four Months of 1952

	Number of Agreements	Number of Workers Affected
No change	7	3,900
0— 4.9 cents ...	12	1,425
5— 9.9	19	6,100
10—14.9	37	7,500
15—19.9	58	8,425
20—24.9	30	7,625
25+	10	2,225
	173	37,200

Recent Collective Agreements

Sabbatical leave and cumulative sick pay are provided in the agreement between the School District of Winnipeg No. 1 and the Manitoba Teachers' Society. This is the first agreement covering teachers, in a province other than Quebec, which has come to the notice of the Department.

Cumulative sick leave is also provided in an agreement for an oil refinery. Both agreements are summarized below.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Logging

Logging—*Province of Newfoundland.*—*Anglo-Newfoundland Development Company, Ltd., and Bowater's Newfoundland Pulp and Paper Mills, Ltd., and the Fishermen's Protective Union, the Newfoundland Labourer's Union, the Newfoundland Lumbermen's Association and the Workers' Central Protective Union.*

Agreement to be in effect from October 10, 1951, to October 9, 1952, unless altered or amended by or with the consent of the Woods Labour Board.

Union security: any member of the above 4 unions who has paid his membership fee and the current year's dues may work anywhere on either company's operations without further charges.

Hours: the normal working day or shift shall be 10 hours, except in cases of cooks and cookees, employees paid a monthly wage, employees allowed straight time and men engaged on regular shift work. With the exception of cook house employees and stable men no person will be required to work on Sunday and on 3 specified holidays, one of which is a *paid holiday*, except in cases of emergency or special circumstances. **Overtime:** time and one-half for work on Sundays and on the 3 holidays to men employed on all work in connection with the loading of ships.

Wage rates: cutting rough wood, per cord, with roads cut \$4.83 to \$6.90, where men cut their own roads \$5.18 to \$7.25. Woods operations, per 26-day month—saw filer \$222; per 30-day month—cooks \$255 to \$267; cookee, bunkhouse man \$231; per day—teamsters, single \$8.65, double \$9.01; general labour \$8.50; per hour—carpenters 85 to 95 cents, camp blacksmith 88 cents, boat builders 94 and 96 cents, temporary labour 85 cents. Mechanical, per 26-day month—bulldozer operators, grader operators, carry-all operators \$246 to \$270; shovel operators, choate loader operators \$246 to \$258; mechanics, acetylene and electric welders \$234 to \$296; tractor operators, truck drivers (transportation) \$234 to \$258; mechanics' helpers and learners \$215 to \$226; tractor brakemen \$225; per day—Hayes truck drivers \$11.05, watchmen \$8.50; per hour—truck drivers (ordinary) 88 cents. Miscellaneous, per 30-day month—tower man \$221 to \$238, barn tenders \$235; per hour—dynamite man 93 cents, painters 88 to 95 cents, sled repairers 88 cents. Drive, sack and tow, per 30-day month—cooks on drive and boat cooks \$255 to \$267; per 26-day month—motorboat drivers \$234; per hour—boat crews 90 and 92 cents, drivers 88 cents, deck hands 86 to 93 cents, sacking lake 85 cents. Jack ladder loading, per hour—control table, car men 92 cents, hooking on men, boom hands 88 cents. Saw mill operators, per hour—sawyers 95 cents to \$1.09, wire splicers 99 cents, edger men 95 to 97 cents; canters, planer operators 85 to 95 cents; trimmers, jack-up men 85 cents, tail sawyers 88 to 90 cents. Winter hauling rates, minimum earnings per day—\$9.39 to \$10.23. Board at the rate of \$27.90 per month to be deducted from men's earnings; horse feed free. (The above wage rates

represent an increase of approximately 9 per cent over the previous rates.) Where men have to walk a distance exceeding three-quarters of a mile to and from camp they will be allowed to walk one way in company's time; this does not apply to piece workers. For fighting forest fires men will be paid at the existing daily rate of pay, regardless of number of hours worked.

Provision is made for grievance procedure.

Mining

Coal Mining—*Provinces of Alberta and British Columbia.*—*The Domestic Coal Operators' Association of Western Canada and the Western Canada Bituminous Coal Operators' Association and United Mine Workers of America, District 18.*

Amendments to the agreements which became effective February 17, 1951 (L.G., June, 1951, pp. 820 and 821), renew the agreements for another year, from February 17, 1952, to February 16, 1953, with certain changes:—

Wage rates: all day wage and contract rates are increased by \$1.40 per day.

Existing house coal and briquette prices to employees are increased by 70 cents per ton.

Welfare fund: the maximum retirement benefit will be increased, effective June 1, 1952, from \$75 to \$100 per month and the maximum disability benefit from \$67.50 to \$80.

Non-Metal Mining—*Lakefield, Ont.*—*American Nepheline Limited and United Cement, Lime and Gypsum Workers' International Union, Local 306.*

Agreement to be in effect from October 11, 1951, to October 11, 1953, and for another year, unless 30 days' notice of cancellation is given by either party.

Check-off: the Rand Formula is part of the agreement.

Hours: 8 per day 5 days a week, a 40-hour week. **Overtime:** time and one-half for work in excess of 40 hours in any one standard work week (except when due to a regularly scheduled change of shift). Absence through illness or by permission will not affect an employee's right to overtime pay. Triple time will be paid for work on one specified *paid holiday* in 1951, on 3 in 1952, and on 4 in 1953.

Vacations with pay: one week to employees with more than 12 months but less than 7 years of continuous service in 1952 or 6 years in 1953; two weeks to those with a minimum of 7 years of continuous service in 1952 or 6 years in 1953. Employees with less than 12 months of continuous service will, upon request, be granted one week with pay equivalent to 2 per cent of their gross earnings.

Hourly wage rates for certain classes, effective December 1, 1951: mill—powderman \$1.34, helper \$1.20; driller \$1.18, helper \$1.13; shovel operator \$1.58; blacksmith (steel sharpener) \$1.40, helper \$1.17; shovel oiler, grizzly man, skiptender \$1.21;

labourer \$1.08; crushing plant—operator, milling \$1.17 and \$1.32, separation \$1.17; crushermen \$1.21, cobber \$1.11, labourer \$1.08; mill repair shop—millwright \$1.55; repairman \$1.28, helper \$1.17; machine shop—welder \$1.55, machinist \$1.28 and \$1.46, blacksmith (general) \$1.32, hoistman \$1.21; general surface—carpenter \$1.46, helper \$1.17; grader operator, bulldozer operator \$1.28; truck driver \$1.18. The above rates are from 22 to 35 cents per hour higher than the rates provided in the previous agreement. For the period from October 11, 1951, to November 30, 1951, the pay rates were those provided in the previous agreement plus 2 cents per hour. As of October 11, 1952, an increase of 5 cents per hour will go into effect.

Escalator clause: the company agrees to pay a cost-of-living bonus of 11 cents per hour worked for the period from October 11, 1951, to November 30, 1951. Thereafter, this bonus is to be adjusted quarterly up or down, at the rate of one cent per hour for each 1.3 point change in the Dominion Bureau of Statistics' cost-of-living index, starting from a base of 190.4 (index figure for October, 1951).

Welfare plan: the company will pay 50 per cent of the cost of the Plan for Hospital Care (Blue Cross) on the standard ward plan and 50 per cent of the cost of Physicians Services Incorporated full coverage contract on behalf of employees who enroll under these plans effective December 1, 1951. The company will also provide the clerical staff to operate a union-supported group insurance scheme paid for by the employees.

Provision is made for *seniority rights* and *grievance procedure*.

Manufacturing

Vegetable Products—Cardinal, Ont.—The Canada Starch Company Limited and the United Food Processors Union, Local 483 of the Retail, Wholesale and Department Store Union.

Agreement to be in effect from January 1, 1952, to December 31, 1952, and thereafter from year to year, subject to 6 weeks' notice. This agreement is similar to the one previously in effect (L.G., May, 1951, p. 685) with the following changes:—

Vacations with pay: 18 days are now granted after 20 years' service instead of after 25 years, as previously.

Hourly wage rates provided in the previous agreement were increased, effective July 1, 1951, by from 3 to 7 cents for males and by 1½ and 2 cents for females. Under the provisions of the present agreement the rates are increased by another 6 cents for males and 3 cents for females. The basic rates are now 99 cents for males and 78 cents for females.

The *shift bonus* is increased by one cent per hour, from 3 to 4 cents.

Nylon Yarn—Kingston, Ont.—Canadian Industries Limited (Nylon Division) and United Mine Workers of America, District 50, Canadian Chemical Division, Local 13,160.

Agreement to be in effect from December 12, 1951, to December 11, 1952. Either

party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within 2 months prior to the expiry date.

Check-off: voluntary but irrevocable.

Hours: for day workers 8½ or 8 hours for 4 days, 8 hours on a fifth day and from 0 to 8 hours on a sixth day in each week, in accordance with the schedule established from time to time; for shift workers the normal daily hours vary from 8 hours for 6 days in a week to 8 hours for 4 days in a week. **Overtime:** time and one-half for work in excess of the normal daily hours; double time for work on the regularly assigned day of rest and on 8 specified *paid holidays*. However, if required to work on a holiday on less than 12 hours' notice an employee will be paid double time and one-half.

Rest and wash-up periods: employees will be granted a 10-minute rest period for each 4 hours worked. In addition, certain specified employees will be granted a 5-minute wash-up period before lunch time and a period up to 10 minutes at the end of the day to put away tools, wash-up, etc.

Hourly wage rates for certain classifications: production department—package preparation operator, winding service operator 92 cents; doubling operator, sizing operator, spooling operator \$1.05; coning operator, final inspector \$1.10; shipping trucker \$1.23; up-twist operator, shipping operator \$1.32; spinning operator \$1.47 and \$1.51; salt preparation operator \$1.59. Works engineering department—carpenters, electricians, instrument mechanics, mechanics, pipefitters \$1.38 to \$1.69; cement finisher \$1.53; lift truck operator \$1.38; gardener, labourer \$1.28; apprentices 91 cents to \$1.31. Personnel department—chefs \$1.42 and \$1.55; cook \$1.15, assistant cook \$1.10, cafeteria server 95 cents.

Shift differentials: a premium of 6 cents an hour will be paid for all shift work which begins after 3 p.m. and before 3 a.m. and "for all work performed on the day shift of any regular schedule which provides for a changing day of rest."

Provision is made for a *Joint Production Committee*, *grievance procedure*, *seniority rights* and the *safety and health* of employees.

Printing and Publishing—Montreal, P.Q.—The Montreal Star Company Limited and Montreal Typographical Union, No. 176.

Agreement to be in effect from November 15, 1951, to November 14, 1953. If either party wishes to propose a change in wage rates or hours of work to be effective after November 14, 1952, notice is to be given between 60 and 50 days prior to November 14, 1952.

Union security: the company agrees to employ union members, provided the union furnishes the number of competent members required, and to replace the miscellaneous help in the composing room by journeymen and apprentices as vacancies occur, providing this does not affect the status of any present employee.

Hours: for period ending December 18, 1951—8 per day, 40 per week for day work, 7½ per shift, 37½ per week for night, lobster or split shifts; after December 18, 1951—37½ hours per week for all shifts. **Overtime:** time and one-half for the first 3 hours in excess of the regular shift, double time thereafter and for work performed by the day shift on Sundays and on 8 specified *paid holidays*, and by night, lobster and split shifts starting immediately prior to Sundays or holidays, except for split shift work on Saturdays executed by members not required to work on the following Sunday.

Vacations with pay: to all regular workers 2 weeks (10 working days) after one year's service; regular employees with less than one year of company service will receive one day after one month of service, 2 days after 2 months, 3 days after 3 or 4 months, 4 days after 5 months and so on to 10 days after 12 months. Extras shall receive one day for each 26 days, or major fraction thereof, worked during the preceding 12 months.

Hourly wage rates: journeymen—for day work \$2.18½, for night work \$2.29½, for lobster and split shifts \$2.37½ (these rates represent increases of 33½ cents per hour for day workers, and 26½ cents for all other workers, over the previous rates); apprentices' rates shall be 31 per cent of journeymen's scale during first 6 months, 32 per cent during second 6 months and 35, 40, 45, 50, 55, 60, 68, 74, 79 and 84 per cent respectively during the third to twelfth 6 months.

Provision is made for an *apprenticeship plan* and for a *joint standing committee* for the settling of disputes.

Metal Products—Toronto, Ont.—John Inglis Company Limited and the United Steelworkers of America, Local 4487.

Agreement to be in effect from October 7, 1951, to October 6, 1952, and for a further period of one year, subject to 60 days' notice. Six months from the effective date of the agreement either party may, on 10 days' notice, initiate negotiations on salary adjustments and on any other matters that may be mutually agreed upon.

Check-off: the company agrees to deduct regular monthly union dues from the pay of all employees in the bargaining unit.

Hours: the working week consists of 36½ hours for the executive offices and 40 hours for the factory offices. **Overtime:** employees working over one hour authorized overtime are paid on a straight hourly basis proportionate to their salaries.

Vacations with pay: employees with from 3 months' to one year's service will receive 4 per cent of basic pay, those with one to 20 years' service 2 weeks' pay and those with over 20 years' service 3 weeks' pay. If any one of 8 specified holidays occurs during an employee's vacation, he will receive an additional day with pay. Vacations must be taken during the vacation period each year, unless otherwise scheduled.

Sick leave with pay: after 6 months' service one week, after one year's service 2 weeks with full pay and 2, 4, 6, 8 and 10 weeks with half pay after 1, 2, 3, 4 and 5 years' service, respectively. After 6 years' service employees will be entitled to 2 weeks with full pay and 12 weeks with half pay.

Weekly salaries: female—group 1 \$28 to \$35.50, group 2 \$31.50 to \$38.75, group 3 \$35 to \$42.25, group 4 \$38.50 to \$45.75, group 5 \$42 to \$50.50; **male**—group 1 \$33 to \$40, group 2 \$36.50 to \$43.50, group 3 \$40 to \$47, group 4 \$43.50 to \$50.50, group 5 \$47 to \$55, group 6 \$50.50 to \$59.75, group 7 \$54 to \$65.50, group 8 \$57.50 to \$71.50.

Escalator clause: in addition to the above rates, employees shall be paid, commencing January 14, 1951, a cost-of-living bonus of \$2 per week. This bonus will be adjusted quarterly at the rate of 40 cents per week for each change of 1.3 points in the Dominion Bureau of Statistics' cost-of-living index, starting from a base of 172.5 points (index figure for January, 1951).

Seniority will be given as much weight as possible consistent with the maintenance of an efficient working force.

Provision is made for *grievance procedure*.

Chemical Products—Hamilton, Ont.—Canadian Industries Limited (Hamilton Works) and United Mine Workers of America, District 50, Canadian Chemical Division, Local 13,083.

Agreement to be in effect from December 18, 1951, to December 17, 1952. Either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of two months prior to the expiry date.

Check-off: voluntary and revocable.

Hours: 8 per day, 5 days a week, a 40-hour week. **Overtime:** time and one-half for work in excess of the normal daily hours of work, provided that double time will be paid for work in excess of 12 consecutive hours; double time also for work on the regularly assigned day of rest and on 8 specified *paid holidays* (double time and one-half if required to work on such holiday on less than 24 hours' notice).

Rest and wash-up periods: all employees will be granted two 10-minute rest periods during their normal daily hours. In addition, they will be allowed wash-up periods of a minimum of 5 minutes before their luncheon period and a minimum of 10 minutes before the end of their working day.

The application of the Industrial Relations Plans shall continue in respect of the eligible employees in conformity with their general application throughout the company.

Hourly wage rates for certain classifications, retroactive to December 3, 1951 (for continuous or multiple shift work the rates are 4 cents per hour higher); carboy assembler and repairer, drum preparer, labourer \$1.37½; acetic acid filler, ammonium chloride craneman, blasters' helper, carboy filler, drum filler, dryerman, mixing operator helper, pesticide sewer, piler helper, rock unloader, sulphur truck spotter, warehousemen \$1.42; ammonium chloride bagger, centrifuge operator, cylinder filler, truck driver, locomotive brakeman, oiler, pesticide packager, salt cake grinder \$1.46½; bates operator, cooper, phosphate rock grinder, electrician helper, mechanic helper, welder helper, tractor driver, trolley blender operator \$1.51; blaster, fertilizer mixing operator, weight blender operator \$1.55; fertilizer crane operator, pesticide grinder, shipper \$1.59½; acid plant operator, ammonium chloride operator, bulldozer operator, spray painter, superphosphate operator \$1.64; blacksmith, locomotive crane operator,

muriatic potman, rigger \$1.68½; area maintenance man, carpenter, electrician, lead burner, mechanic, pipefitter, welder \$1.73; operating engineer \$1.79½; craft leader 9 cents per hour above craft rate, youth \$1.24½; learners' minimum starting rate \$1.42; this rate is to be reviewed every 6 months until the rate for the craft is reached. The above rates are, with a few exceptions, 23 cents per hour higher than the previous rates.

Seniority: departmental seniority shall govern in cases of promotions, demotions and transfers within a department, if the senior employee is as well qualified as junior employees, and plant seniority when a lay-off is necessary or when there is a department vacancy not filled by a member of the department concerned. However, the company reserves the right to retain, promote or transfer employees who possess the best qualifications.

Provision is made for *grievance procedure* and the *safety and health* of employees.

Chemical Products—Shawinigan Falls, P.Q.—Canadian Resins and Chemicals Limited and Le Syndicat National des Travailleurs en Plastique de Shawinigan Falls Inc. (C.C.C.L.).

Agreement to be in effect from December 1, 1951, to February 24, 1953, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., July, 1951, p. 973) with the following changes:—

Hours of work have been reduced, effective January 6, 1952, and are 8 per day with 4 hours on alternate Saturdays, an average of 42 (previously 44) per week.

The number of *paid holidays* has been increased from 6 to 9.

Hourly wage rates were increased (with a few exceptions) by 14 cents per hour while the 44-hour week was still in effect and by an additional 6 to 8 cents when the 42-hour week was inaugurated, bringing the basic hourly rate up to \$1.28 and \$1.34 respectively.

Escalator clause: the escalator clause has been adjusted to the new term of the agreement: the base from which all cost-of-living allowances are calculated is now 189.5 with no ceiling on the cost-of-living payments.

Shift differentials: all previous shift premiums are increased by 2 cents per hour.

Oil Refining—Regina, Sask.—The Saskatchewan Federated Co-operatives Limited and Oil Workers International Union, Local 594 (CIO-CCL).

Agreement to be in effect from December 1, 1951, to November 30, 1952, and thereafter from year to year, subject to notice.

Union security: union shop.

Check-off of monthly dues, initiation fees and assessments compulsory for all eligible employees.

Hours: 8 per day, 5 days a week, a 40-hour week. **Overtime:** time and one-half for the first 4 hours in excess of the regular hours of work; double time thereafter and for work on Sundays or the regularly assigned days of rest.

Statutory holidays: 9 specified holidays and any other civic, provincial or nationally

proclaimed holidays will be observed without deduction of pay. Double time and one-half will be paid for work on a holiday other than a civic holiday. For work on a civic holiday an employee will be entitled to equivalent time off with pay or, if this cannot be granted within 30 days, to double pay.

Rest periods: employees will be granted two 10-minute rest periods a day.

Vacations with pay: two weeks after one year's service, 3 weeks after 10 years' service.

Sick leave: after 3 months' service an employee will be entitled to 10 days' sick leave with pay per annum, such leave to be cumulative from year to year. Employees shall be entitled to an additional 10 days' sick leave at one-half pay during the first year of employment and to 20 days during the second year; such leave shall not be cumulative.

After 2 years' service employees will be paid, in case of accident, the difference between the compensation paid by the Compensation Board and the employees' wages.

In case of sickness, death or accident to members of the immediate family employees will be granted compassionate leave with pay for periods up to 10 days.

Hourly wage rates for certain classifications: maintenance department—chief tradesmen \$1.90, tradesmen \$1.62 and \$1.81, improvers \$1.50; storekeeper \$1.62, pipe coverer \$1.55; labourer, leading \$1.42, regular \$1.34, probationary \$1.18; truck and tractor operator \$1.42, summer help \$1.21; process department—operator \$2 and \$2.05, assistant operator \$1.85, helpers \$1.55 and \$1.75, treater \$1.70, pumper \$1.65, apprentice \$1.27, steam engineers \$1.55 to \$1.90, chemist \$1.70; office employees—cost and yield clerks \$180 to \$250 (per month), clerk-stenographer \$180 to \$195 (per month); warehouse department—warehousemen \$1.39 and \$1.46; pumper blender, welder \$1.52. Where a male employee is replaced by a female employee the principle of equal pay for equal work shall apply, regardless of age.

Shift differential: employees on the second shift will be paid 7 cents, and those on the third shift 14 cents, per hour extra.

Group Insurance Plan: life insurance policies issued to permanent employees under this plan shall be in the amounts of \$1,500 for single employees and \$3,000 for married employees. The employees shall contribute 60 cents per month per \$1,000 of insurance, with the employer contributing the remaining portion of the premium.

Provision is made for *seniority rights*, *grievance procedure* and *safety and health* of employees.

Construction

Bricklayers—Fort William, Ont.—The Lakehead Builders' Exchange (Bricklaying and Masonry Division) and Bricklayers, Masons and Plasterers' International Union of America, Local 25.

Agreement to be in effect from April 1, 1952, to March 31, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: union shop.

Hours: 8 per day, Monday through Friday, a 40-hour week. *Overtime* will be permitted only in case of extreme necessity. It will be paid for at the rate of double time for all work in excess of 8 hours on regular working days, between 5 p.m. on Friday and 8 a.m. on Monday and on 4 specified holidays.

Wages: for journeymen bricklayers and masons \$2 per hour (previously \$1.80).

Out-of-town work: men hired at the Lakehead and sent to jobs out of town shall have their transportation to and from the job paid. Time spent travelling will be paid for at the regular rate, 8 hours for each day. If travelling after 12 o'clock midnight a sleeper will be provided. Board and lodging are to be paid by the employer.

Service

Teachers—Winnipeg, Man.—The School District of Winnipeg No. 1 and the Winnipeg District Association No. 28 of the Manitoba Teachers' Society.

Agreement to be in effect from October 1, 1951, to December 31, 1952, and thereafter from year to year, subject to notice.

The present forms of agreements used by the district for the engagement of members of the instructional staff and the regulations and by-laws of the school district forming part thereof shall remain in force during the term of this agreement.

Sick leave: the provisions respecting cumulative sick pay contained in By-law No. 412 of the School District of Winnipeg No. 1 shall continue in effect during the term of this agreement. Accordingly, teachers are entitled up to 20 teaching days' paid sick leave per year, this period may be increased at the pleasure of the trustees. Sick leave shall be cumulative up to 180 teaching days provided, however, that accumulated sick leave shall not be credited to the teacher until the commencement of his sixth year of continuous service. In case of sickness, employees will be paid for the first 80 days (this includes 20 days allowed for the year in which the illness occurs) their full salary, for the next 60 days or part thereof one-half their salary, and for the next 60 days or part thereof a *pro rata* share of the unexpended portion of the school districts' appropriation for the purpose of this by-law for the current year, such share not to exceed one-half of the teacher's salary. A teacher shall not be entitled to accumulated sick leave nor shall there be any accumulation of sick leave, during the period he is absent on sabbatical leave.

Sabbatical leave: a teacher may be granted leave for study and/or travel with part salary, to be known as sabbatical leave grant, in the amount of \$1,500 per annum paid by the school district. Sabbatical leave shall normally be given for one full school year. Not more than 2 per cent of the teaching staff may be absent on such leave in any school year. Only teachers with 10

or more years of teaching service with the school district may apply for sabbatical leave, provided, however, that no teacher within 5 years of the compulsory retirement age may apply and that such leave may not be granted oftener than once in 10 years. Teachers on sabbatical leave are permitted to accept scholarships or fellowships. They shall not engage in full-time employment, except as approved by the superintendent, during seven-twelfths of their period of leave.

Salary schedule: for the purpose of this schedule teachers are classified according to years of training into classes I to VII. The basic starting rates and the maximum rates (reached after 14 years of teaching experience, with yearly increases of \$150) are as follows: Class I (one year's training, e.g., normal school or equivalent) \$1,800-\$3,900; Class II (2 years' training, e.g., second year university plus normal school) \$2,000-\$4,100; Class III (3 years' training, e.g., third year university plus normal school) \$2,200-\$4,300; Class IV (4 years' training, e.g., Bachelor's (pass) degree plus normal school or faculty of education) \$2,400-\$4,500; Class V (5 years' training, e.g., Bachelor's (honours) degree plus faculty of education) \$2,600-\$4,700; Class VI (6 years' training, e.g., Masters' degree plus faculty of education) \$2,800-\$4,900; Class VII (7 years' training to include at least 3 years' graduate study; teacher must be engaged in work related to the field in which the advanced training was secured) \$3,000-\$5,100. Certain teachers with specified qualifications shall have their maximums extended by \$150. For teachers with one year or more of teaching experience before joining the Winnipeg staff the above minimum starting rates are increased by \$100 for one year's teaching experience, by \$200 for 2 years', \$300 for 3 years', \$400 for 4 years' and by \$500 for 5 years' teaching experience. Teachers with married status will be paid a dependents' allowance of \$300 per annum in addition to their salary, provided the aggregate of their salary and the dependent's allowance shall not exceed the maximum schedule rate. Principals, maximum for position (administrative allowance, included in maximum for position, in parentheses): enrolment up to 175 \$4,600 (\$300), enrolment 176-300 \$5,000 (\$450), enrolment 301-500 \$5,400 (\$600), enrolment 501-700 \$5,800 (\$750), enrolment above 700 \$6,200 (\$900), principal of Senior High School (minimum \$6,000) \$6,700 (\$1,050).

Escalator clause: "A Cost-of-Living Adjustment shall be made on the basis of each 5 point rise or fall in the DBS Cost-of-Living Index above 180 and below 170 in the amount of \$5 per month for each 5 point rise or fall, adjustments to be made effective January 1, and July 1 each year on the basis of the DBS Cost-of-Living Index figure for the preceding months of October and April respectively."

Pensions: the provisions respecting pensions as contained in By-law No. 423 of the School District of Winnipeg No. 1, as amended, shall continue in effect during the term of this agreement.

Provision is made for the settlement of differences.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of 12 others. In addition to those summarized below, they include: the amendment of the agreement for trade and office employees at Jonquière published in the *Quebec Official Gazette* issue of March 29; the amendment of the agreements for barbers and hairdressers at Valleyfield and for retail stores at Mégantic in the issue of April 5; for garage and service station employees at Montreal, for the work glove and fine glove industries in the province in the issue of April 12, and the amendment of the agreement for funeral undertakers' employees at Montreal in the issue of April 19.

Requests for the amendment of the agreements for barbers and hairdressers at Montreal and for metal trades at Quebec were gazetted March 22. A request for a new agreement for structural steel erection workers in the province and a request for the amendment of the agreement for the glass processing industry at Quebec were gazetted March 29. Requests for the amendment of the agreements for barbers and hairdressers at Hull, for retail stores, and hardware, paint and building materials stores at Quebec, and for building trades at Sherbrooke, at Joliette and at Montreal were all gazetted April 5. Requests for the amendment of the agreements for food products manufacturing and wholesale trade at Quebec and for the printing trades at Montreal were published April 12; requests

for the amendment of the agreements for garage employees and for dairy employees at Quebec, and for clock and watch repairs in some counties of the province were gazetted April 19.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Fur Manufacturing Industry, Quebec

An Order in Council, dated April 3, and gazetted April 12, amends the previous Orders in Council for this industry (L.G., Sept., 1948, p. 992; May, 1950, p. 693, and previous issues). Amendment to be in effect from March 1, 1952.

Minimum weekly wage rates for 44 hours of work: shop foremen \$64; cutters and tailors from \$43.50 to \$60.50; patternmakers (male and female) from \$45 in first year to \$66 per week in third year; blocker \$43; hide sorter \$39; operator (male), female operator and finisher from \$30 to \$33; shop clerk (male and female), messenger \$14.50. (The above rates are from \$2.50 to \$10.50 per week higher than those previously in effect.) Employees whose wages are higher than those established for their category from October 25, 1951, to February 29, 1952, are entitled to a wage increase equal to 5 per cent of the rate set for the period ending February 29, 1952, over and above the rate actually paid to them for their classification.

Cost-of-living wage adjustment: one per cent per point of increase in the cost-of-living index above the 190-point mark, such one per cent to be computed on the wage rates of the present amendment. Wage readjustments will be made every 3 months commencing March 1, 1952. The cost-of-living bonus will not be incorporated with the wages paid but will be paid in excess thereof and its amount shown separately.

Printing Trades, Montreal

An Order in Council, dated March 20, and gazetted March 29, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1250, Dec., p. 1772; March, 1947, p. 369, April, p. 543, Dec., p. 1803; May, 1948, p. 486; May, 1949, p. 604; June, 1951, p. 827). "L'Association des Hebdomadaires de Langue française du Canada" is added to the list of contracting parties.

Minimum hourly wage rates for day work: composing room—rates for journeymen compositors, journeymen machine keyboard operators, proof readers and casters are increased from \$1.55 to \$1.72 per hour in zone I, \$1.27 to \$1.43 in zone II, and from \$1.15 to \$1.30 in zone III; rates for caster runners are from 5 to 8 cents per hour higher and are now as follows: from 53 cents per hour in first 6 months of first year to 81 cents in second 6 months of third year in

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, p. 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

zone I, from 46 cents to 70 cents in zone II, and from 43 cents to 67 cents in zone III, after the third year a rate agreed upon between employer and employee; press room—rates for journeymen pressmen (rotary presses, flat bed, cylinder presses, etc.) now range from \$1.72 per hour to \$1.91 in zone I instead of from \$1.55 to \$1.72 as previously, from \$1.43 to \$1.50 in zone II instead of from \$1.27 to \$1.33 as previously, and from \$1.30 to \$1.42 in zone III instead of from \$1.15 to \$1.26 as formerly; rates for journeymen pressmen on platen presses, etc. are increased from \$1.33 to \$1.48 per hour in zone I, from \$1.05 to \$1.18 in zone II, and from 99 cents to \$1.12 in zone III; rates for assistant pressmen (rotary presses, etc.) represent increases ranging from 13 to 21 cents per hour and are now \$1.48 per hour in zone I, \$1.18 in zone II, \$1.12 in zone III; assistant pressmen (platen presses, etc.) \$1.43 in zone I, \$1.14 in zone II, \$1.08 in zone III is an added classification; rates for feeders on rotary presses, etc. are increased by from 2 to 15 cents per hour and range from \$1.12 to \$1.48 per hour in zone I, from 99 cents to \$1.18 in zone II, from 93 cents to \$1.12 in zone III; feeders' rates on platen presses are increased from \$1.02 to \$1.13 per hour in zone I, from 83 to 93 cents in zone II, from 77 to 87 cents in zone III; book-binding and finishing departments—rates for journeymen, bookbinders and for operators on machines are increased from \$1.55 to \$1.72 per hour in zone I, from \$1.27 to \$1.43 in zone II, and from \$1.15 to \$1.30 in zone III; paper trimmers and choppers from \$1.04 to \$1.15 in zone I, from 83 to 93 cents in zone II, and from 77 to 87 cents in zone III; rates for female help and males replacing females are increased by 8 cents per hour in the 3 zones making the new rates 86 cents per hour in zone I, 72 cents in zone II, 66 cents in zone III. Minimum rates for unskilled male helpers in all departments are 5 to 6 cents per hour higher and are now as follows: during first 6 months of first year 53 cents per hour in zone I, 46 cents in zone II, 43 cents in zone III, thereafter 65 cents in zone I, 57 cents in zone II, and 54 cents in zone III.

Other provisions of this amendment revise the regulations governing apprentices' rates, apprenticeship periods and definitions as well as the revision of rules governing the operations of presses.

Construction

Building Trades, Hull and District

An Order in Council, dated March 20, and gazetted March 29, amends the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78, April, p. 517, Nov., p. 1905; Jan., 1951, p. 64, March, p. 358, June, p. 828; Jan., 1952, p. 56, April, p. 452, May, p. 611).

Minimum hourly wage rate for painter—decorator in zone I is increased from \$1.22 to \$1.35 per hour.

Building Trades, Sherbrooke

An Order in Council, dated March 20, and gazetted March 29, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1661; Dec., 1948, p. 1421; Feb., 1949, p. 178; Feb., 1950, p. 209, Nov., p. 1905; June, 1951, p. 829, Aug., p. 1109, Nov., p. 1539).

Minimum hourly wage rates: in pursuance of a cost-of-living wage adjustment clause previously provided for, all minimum rates will be increased by 5 cents per hour effective from July 15, 1951 (Index for November, 1951, at 191.2). This provision does not apply to pipe mechanics, steamfitters, welders, tinsmiths and roofers working in the city of Sherbrooke and within a radius of 5 miles from its limits.

Building Trades, Montreal

An Order in Council, dated April 17, and gazetted April 19, makes binding the terms of a new agreement between the Builders Exchange Inc. of Montreal, the Master Plumbers' Association of Montreal and Vicinity, "La Section des Entrepreneurs en Plomberie et Chauffage" of the Retail Merchants Association of Canada, Inc. and The Building and Construction Trades Council of Montreal and Vicinity, Le Conseil des Syndicats des metiers de la Construction de Montreal, The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, L'Association des Plombiers Soudeurs et Poseurs d'Appareils de Chauffage des Syndicats nationaux de Montreal, Inc. Agreement to be in force from April 19, 1952, until April 1, 1953.

The provisions of this agreement are similar to those previously in effect (L.G., Aug., 1951, p. 1108) with some exceptions as follows:—

Industrial jurisdiction: landscape work is deleted from the terms of this agreement.

Territorial jurisdiction: the trades of structural iron work and reinforcing steel erection are deleted from the area comprising the entire province.

Hours remain unchanged at 40 per week for qualified tradesmen, hod carriers and construction boilermakers' helpers; 55 per week for shovel operators, pile driver men and crews, cartage and hauling employees, etc.; 48 per week for linoleum and tile layers, waxers and polishers, etc.; 60 per week for road construction; 50 per week for common labourers.

Minimum wage rates: in this agreement there is a general increase of 15 cents per hour for most hourly rated workers and of \$6 per week for weekly rated workers, with the following exceptions—Minimum wage rates for the *elevator construction* industry throughout the province are similar to those previously in effect and summarized in the LABOUR GAZETTE of May, 1952. Minimum wage rates and the cost-of-living escalator clause for *plumbers, steamfitters, etc.* remain the same as those summarized in the LABOUR GAZETTE of August, 1951. Weekly rates for *permanent employees* are unchanged from those published in the *Quebec Official Gazette* of June 9, 1951. Minimum rates for *asbestos insulation workers* are unchanged from those published in the *Quebec Official Gazette* of November 10, 1951, at \$1.70 per hour for mechanics and \$1.35 for junior mechanics. Minimum rates for *marble, tile and terrazzo workers* are 5 cents per hour higher making the new rate for marble setters, terrazzo layer and tile setters \$1.80 per hour. Rates for apprentices to *marble, tile and terrazzo trades* (with the exception of first year apprentice) now include the 5 cents per

hour bonus previously provided for in the *Quebec Official Gazette* for November 3, 1951. The classification structural steel erector is deleted from the wage scale which forms part of this agreement. A request for a new agreement for structural steel erection workers in the province was gazetted March 29.

Building Trades, St. Jérôme

An Order in Council, dated April 9, and gazetted April 19, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559; May, 1950, p. 694, Oct., p. 1680, Nov., p. 1905; Jan., 1951, p. 64, Nov., p. 1539; Jan., 1952, p. 56, April, p. 453). "Le Conseil Laurentien des Metiers de la Construction" is added to the list of contracting parties.

Hours are unchanged at 48 per week for tradesmen, 54 per week for labourers distributed between 7 a.m. and 6 p.m. (previously 8 a.m. and 5 p.m.) Monday through Saturday. However, regulations which formerly permitted the working of a

5-day week of 48 hours in the county of Terrebonne and a 5-day week of 45 hours in the village of Shawbridge are deleted.

Overtime: time and one-half for work in excess of regular daily or weekly hours between 6 p.m. and 10 p.m.; double time between 10 p.m. and 7 a.m.

Minimum hourly wage rates for certain classifications are increased by from 8 to 15 cents per hour and are now as follows: bricklayer \$1.45; journeymen electrician \$1.20; tinsmith-roofer \$1.15; painter \$1.20; carpenter-joiner (county of Terrebonne only) \$1.30; mason \$1.45; labourer (plasterer's, mason's and bricklayer's helper) \$1; pipe mechanic, plumber, steamfitter senior journeyman \$1.30; junior journeyman \$1.20. Apprentices' rates are 15 cents per hour higher as follows: apprentice carpenter-joiners from 75 cents per hour in first year to \$1.10 in fourth year; apprentices to trades requiring 4 years of apprenticeship from 70 cents in first year to 95 cents in fourth year; apprentices to trades requiring 3 years of apprenticeship from 75 cents per hour in first year to 95 cents in fourth year.

Governmental Labour Officials Association Hold 35th Annual Meeting in Puerto Rico

The 35th Annual Conference of the International Association of Governmental Labour Officials of the United States and Canada, held in San Juan, Puerto Rico, April 28 to May 1, was attended by representatives of 22 states, Guam, Alaska, the Virgin Islands, the United States Federal Department of Labour, and Canada.

Six Canadians attended the Conference: R. W. Cram, Assistant Director, Economics and Research Branch, and Miss Edith Lorentsen, Legislation Branch, both from the federal Department of Labour; Miss Evelyn Best, representing the Canadian Association of Administrators of Labour Legislation; Hon. Charles Daley, Minister of Labour and J. B. Metzler, Deputy Minister of Labour for Ontario and Donat Quimper, Associate Deputy Minister of Labour, Quebec.

The Conference program included panel discussions of Stretching the Budgetary Dollar, the Role of the States and Federal Government in Industrial Health and Safety, and Minimum Wage Legislation.

The United States Secretary of Labour, Maurice Tobin, addressed the Conference at the closing session. He congratulated Puerto Rico on its latest step toward self-government, the adoption by popular vote of a new democratic constitution to establish the commonwealth of Puerto Rico.

Welcoming the Canadian delegates, he said:—

I am sure they share with us a natural pride in the flowering of another self-

governing commonwealth in the family of free peoples. Canadians constantly demonstrate what every liberty-loving man knows—that democratic principles are meaningless unless well administered, that we can save democracy only by making it work. The high level of competence among Canadian labour law administrators has always been a source of instruction and inspiration to us in the States and will be, I know, to you in Puerto Rico.

He paid tribute to the Department of Labour of Puerto Rico, saying that it carried out most of the labour functions of long-industrialized states and at the same time had an extensive program promoting the welfare of migrants to the mainland.

Mr. Tobin then spoke generally of the need for a better program for the prevention of industrial accidents. The place to tackle job accidents is in the states, he said, not only because they have basic legal authority but also because they are closer to industry's and labour's needs. Some state labour departments are well equipped to do a safety job while others have not been able to obtain sufficient funds from their Legislatures to provide the services for which they are legally responsible. The federal Department of Labour for this reason supports the proposal for federal aid to state labour departments for safety work through the system of conditional grants. He said that the job accident trend turned upward after the start of the Korean war but that there is evidence that the upward trend is levelling off.

Labour Legislation Enacted in British Columbia in 1952

Only important labour legislation passed during 1952 session was an amendment to Workmen's Compensation Act boosting benefits payable

A substantial increase in the benefits payable under the Workmen's Compensation Act was provided for by the British Columbia Legislature, which met from February 19 to March 26, implementing some of the recommendations of the report of Chief Justice Gordon Sloan of the British Columbia Appeal Court, who recently made an extensive inquiry into the operation of the Act. The Royal Commission, set up in November, 1949, reported to the Legislature on February 20, 1952. Several government amendments were made to the Bill during its passage through the Legislature. The amending Act went into operation on April 1, 1952.

The maximum annual earnings on which compensation is computed were increased from \$2,500 to \$3,600. With this increase, the amount of maximum earnings fixed in British Columbia is exceeded only by Ontario and Saskatchewan, where the amount is \$4,000. In all other provinces except Prince Edward Island, any earnings in excess of \$3,000 are disregarded. In Prince Edward Island, the "ceiling" on earnings is \$2,500 a year.

Compensation for disability is payable at the rate of 70 per cent of earnings instead of 66½ per cent, as before. This change makes the percentage rate the same as that established in 1952 in Quebec. In Ontario, Saskatchewan, Alberta and Prince Edward Island (as a result of 1952 amendments in the two last-named provinces), the percentage rate for disability is 75; in the other provinces, it is 66½.

A higher minimum payment in cases of disability is also provided for. The minimum amount that may be awarded in total disability cases is now raised from \$12.50 a week, or average earnings, if less, to \$15 a week or average earnings.

A widow, children, orphans and all other persons dependent on the earnings of a workman will receive higher compensation payments if the workman dies as the result of an industrial accident.

The higher benefits apply from April 1, 1952, regardless of the date on which the accident or disablement took place. This

clause, making benefits payable retroactively, was inserted by the Legislature during passage. The maximum amount allowed for burial expenses is increased from \$150 to \$250. For a widow or invalid widower, the allowance is increased from \$50 to \$75 a month. The children's allowance is raised from \$12.50 to \$20 a month for children under 16, and if it is desirable to continue their education, for those under 18 years. Orphans' allowances are raised from \$20 to \$30 a month each.

The allowances payable to other dependants of a deceased workman were increased by amendments introduced during passage. Where there is no widow, invalid widower or children, other dependants receive what the Board considers is a sum which is reasonable and proportionate to the pecuniary loss sustained. In such cases, the maximum allowance payable to the parents of a deceased workman is \$75 a month (increased from \$40) and the maximum allowance to all dependants is \$75 (formerly \$55). If the workman leaves a childless widow or orphans as well as a dependent parent or parents, the maximum amount which the Board may award to the parent or parents is also \$75 a month (formerly \$40). Dependants who were not receiving support from the workman during his lifetime but who might reasonably have expected financial benefit from the continuance of his life may be awarded payments not exceeding \$75 a month (formerly \$40) and not exceeding in the whole \$1,000.

A further amendment removes the limit of \$3.50 a day on the amount of subsistence allowance furnished to an injured workman undergoing treatment away from home. The amount of such allowance is now left to the discretion of the Board.

Also left to the discretion of the Board is the amount of annual expenditure for rehabilitation of injured workmen. Formerly, the Act stipulated that not more than \$75,000 might be spent in any year. An amendment added in passage empowers the Board to provide rehabilitation treatment

to any injured workman regardless of the date on which he first became entitled to compensation.

The hospital insurance premium for widows, invalid widowers and their dependants and for orphan children who are receiving compensation under the Act will, from July 1, 1952, be paid by the Workmen's Compensation Board. The Board will also pay the premium on behalf of all persons who are dependent on such widow or invalid widower and for whom she or he is responsible for the payment of the premium under the Hospital Insurance Act.

The Board is now empowered to pay compensation for cases of silicosis and pneumoconiosis complicated by tuberculosis or other diseases where the workman does not fulfil the requirements of the Act regarding residence, time of exposure, filing of claims, etc., for any period after April 1, 1952. Until now, the Board could grant compensation only in cases of uncomplicated silicosis and pneumoconiosis. A section making this amendment retroactive to January 1, 1917, when the first Workmen's Compensation Act went into force in the province, was struck out in passage.

By an amendment of the Legislature, it was stipulated that the payment to a widow who remarries will not be increased as a result of the increase in the monthly pension and, as before, may not exceed \$1,200.

In passage, the Legislature increased the annual salary of the Chairman of the Workmen's Compensation Board from not more than \$7,500 to \$12,000 and the salary of each Commissioner from not more than \$6,000 to \$10,000.

The Legislature added an amendment with respect to the Accident Fund to provide that, if it is found, on an estimate made by the Board, that more than sufficient funds are available to meet all the expenditures and to maintain the reserves provided for in the Act, the excess may be transferred to the capitalized reserves provided for to meet the periodical payments of compensation accruing in future years in respect of all accidents which occur during the year.

A number of amendments proposed by five opposition Members were ruled out of order by the Speaker because they would have resulted in increased expenditure and

would therefore have to be recommended by the Crown. Most of the proposed amendments were designed to put into effect additional recommendations of Chief Justice Sloan.

One of these would have amended the definition of "industrial disease" to mean any disease arising out of or in the course of occupation. This amendment would have brought the British Columbia Act into line with the Acts of Ontario and Manitoba, which were amended in recent years to provide for the payment of compensation for any industrial disease peculiar to the occupation concerned.

A second would have brought commercial fishermen under the Act.

A further amendment proposed to raise the maximum annual earnings on which compensation is based to \$4,000 instead of the \$3,600 provided for in the Government Bill.

A fourth amendment would have increased the percentage rate for disability from 70, as in the Government Bill, to 75. The same Member proposed to increase from \$15 to \$20 a week the minimum amount payable in cases of permanent total disability.

The fifth Member proposed to make deafness from any process involving heavy or continuous impact on the eardrums compensable and would have allowed the Board to pay a subsistence allowance to a workman undergoing examination away from home instead of only to one who is undergoing treatment, as at present.

According to the press, Premier Johnson stated that other recommendations of the Report of Chief Justice Sloan would be left over for the parliamentary session following the next provincial election.

Hospital Insurance Inquiry

The Hospital Insurance Inquiry Board was set up in 1951 by an Act of the Legislature to inquire into the Hospital Insurance Act and its administration and into all matters pertaining to hospital operation in the province. A 1952 amendment to the Act provides that the report of the Inquiry Board must be submitted to the Government "before the next meeting of the Legislative Assembly following the present session" instead of before the 1952 legislative session, as previously.

Legal Decisions Affecting Labour

British Columbia court dismisses appeal of a civic employees' union against Supreme Court judgment setting aside award of conciliation board which the union and the city had agreed to accept as binding

British Columbia Court of Appeal . . .

. . . holds that "arbitral tribunal" under ICA Act is subject to rules under the Arbitration Act.

On June 22, 1950, the British Columbia Court of Appeal affirmed a judgment setting aside the award made by a conciliation board where the parties to a dispute had agreed to accept its ruling as final. The Appeal Court held that, where there was such an agreement under the Industrial Conciliation and Arbitration Act, the conciliation board became an arbitral tribunal subject to the same rules of procedure as arbitrators under the Arbitration Act, and therefore could not accept and act upon evidence from an outside source not given in the presence of the parties.

A dispute concerning wages took place between the City of Victoria and the Civic Employees Protective Association. In the course of negotiations conducted by a conciliation officer, the city offered a general wage increase of six cents per hour. This was rejected by the union, which demanded an increase of 25 cents per hour. When the conciliation officer failed to bring about a settlement, a conciliation board was appointed by the Labour Relations Board upon the application of representatives of the employees. Before this board met, the parties agreed to be bound by its recommendation, pursuant to Section 26 of the Industrial Conciliation and Arbitration Act.

After hearing evidence and argument from both parties on February 23 and 24, 1950, a majority of the board agreed verbally that an increase of three cents per hour should be given. The member of the board nominated by the union did not agree, considering 11 cents per hour the proper award. The decision of the majority was to be signed on February 27. Soon after the hearings, the chairman of the board learned privately from a member of the Labour Relations Board of the offer of six cents per hour which had been made by the city. The offer had not been referred to by either party during the hearings. The chairman reconvened the board without summoning the parties or their representatives and at this meeting a majority

of the board, with the city's appointee dissenting, decided to recommend an increase of 7½ cents per hour, a compromise between the 11 cents proposed by the employees' appointee and the six cents offered earlier by the city. The award was appealed to the Supreme Court by the city and was set aside. In the Appeal Court, the union's appeal from this judgment was dismissed, with Mr. Justice O'Halloran dissenting.

Mr. Justice Robertson and Mr. Justice Bird gave separate reasons for the Court's decision. Mr. Justice Robertson first stated that the appeal involved primarily the effect of Section 26 of the Industrial Conciliation and Arbitration Act. This provides that, where a conciliation board has been appointed, if one party offers and the other agrees to be bound by the board's recommendation, "the agreement resulting from such acceptance shall be deemed to be a reference to arbitration, and the conciliation board to be an arbitral tribunal for the purposes of the law of the province, and the recommendation of the conciliation board to be an award pursuant to such a reference."

He considered that the effect of this section was to place the conciliation board in the same position as arbitrators under the Arbitration Act. In his view, members of a conciliation board, when acting as arbitrators, are governed by certain rules of judicial procedure, since they have judicial functions to perform. They must comply with the rules of evidence, may proceed only when both parties are present, and must not consider outside evidence. He found the board in this case guilty of legal misconduct for having disregarded these rules.

Placing a similar interpretation on Section 26, Mr. Justice Bird held that it must be taken to mean that once the parties agree to be bound by the recommendation of the board, then the board ceases to be a conciliation board "appointed to endeavour to bring about an agreement between the parties to a dispute" and becomes "an arbitral tribunal for the purposes of the law of the province", the law of the province being the case law and statute law applicable to a board of arbi-

tration including the Arbitration Act. Thereafter, in his opinion, the provisions of the ICA Act are no longer applicable to the proceedings of that arbitral tribunal. He pointed out that in this instance the Labour Relations Board first appointed a conciliation board "to endeavour to bring about an agreement between the parties" but that after the parties agreed to be bound by its recommendation the terms of reference were changed to require the board "to determine wage rates under the agreement."

The effect of the agreement to be bound by the board's award and the alteration in the terms of reference, as stated above, was to convert the board from a conciliation board into a board of arbitration, as described in Section 26 (2) of the Act.

He then considered the question whether the proceedings of the board were conducted in accordance with the applicable law of the province, and concluded:—

In my opinion the majority of the board in that decision misconceived their duties and responsibilities. They are shown to have received and acted in the absence of the parties or their representatives, upon evidence or information from an outside source, namely, a member of the Labour Relations Board, in consequence of which they reached a decision based on compromise. They did so no doubt in the mistaken belief that their function was that of a conciliation board, that is to say, to bring about agreement between the parties; but since I have reached the conclusion for the reasons earlier expressed, that they had become an arbitral tribunal, their duty was strictly to comply with the terms of the submission . . . that is to say, to determine what wages were fair and just as between the employees and the employer, and in so doing they were bound to observe the ordinary rules which are laid down for the administration of justice . . . and to reach a conclusion founded on the evidence adduced before them in the presence of the parties or their representatives. They must not receive or act upon evidence from outside sources.

Mr. Justice O'Halloran, dissenting, maintained that Section 26 must be interpreted in the light of the whole purpose of the Act, which was to bring about the settlement of industrial disputes through

conciliation. He considered that the conciliation and arbitration features of the Act were inseparable and that the arbitration mentioned did not come within the meaning of the Arbitration Act but was a "special statutory degree of arbitration inseparably linked with and at all times subject to conciliation as the primary and dominant consideration."

He was of the opinion that to require a conciliation board to comply with the strict requirements imposed on arbitrators would hamper rather than encourage conciliation. Employees who agreed to accept the decision of a conciliation board as final showed themselves willing to compromise and gave up the right to strike. His Lordship found it unreasonable that such employees should give up a further advantage by agreeing to limit the jurisdiction of the board so that it might not take into consideration any circumstances in their favour. Employees would be unwise to agree to be bound by the board's decision if such restriction of the board's jurisdiction were the result.

Since he considered that a strict interpretation of Section 26 would be contrary to the intent of the ICA Act, Mr. Justice O'Halloran held that it must be interpreted liberally. He stated that persuasive legislation of this type must be interpreted in a practical way so as to carry out the intent of the Legislature to legislate for the public good.

In this case the City of Victoria had tentatively agreed to pay its employees a certain increase, and informed the Supreme Court at the hearing that it had already budgeted for the increase retroactive to January 1. Mr. Justice O'Halloran saw no reason why the board should not have taken this fact into consideration in determining the problem. For this reason he considered that the award of the conciliation board ought not to have been set aside, and he would have allowed the appeal. *Victoria v. Civic Employees Protective Association*, British Columbia Court of Appeal, [1952] 2 DLR Part 2, 153.

Recent Regulations under Provincial Legislation

Hours of work are reduced in four largest Alberta cities. Manitoba establishes safety regulations for building trades. Higher mothers' allowances provided in Saskatchewan. B.C. minimum wage orders revised

A maximum 44-hour work week has been put into effect in the four largest cities of Alberta. The 48-hour limit fixed by the Alberta Labour Act prevails in the rest of the province. Two British Columbia minimum wage orders have been revised.

New building trades regulations in Manitoba set out in detail the precautionary measures which must be taken to prevent accidents in construction and excavation work. In Saskatchewan, mothers' allowances have been raised by \$10 a month.

Alberta Labour Act

In addition to raising the minimum wage rates in Edmonton, Calgary, Lethbridge and Medicine Hat, as reported in the last issue of the *LABOUR GAZETTE*, the Board of Industrial Relations has reduced from 48 to 44 the weekly hours of work in these centres. The Board's action was taken under Section 16 of the Act which permits it, after holding an inquiry, to prescribe lesser maximum hours of work in any employment than the eight and 48-hour limits provided for in the Act.

By Hours of Work Order No. 22, issued March 8, gazetted March 31, and effective April 30, an eight-hour day and a 44-hour week of six working days apply to all workers covered by the Alberta Labour Act except those exempted by another order of the Board, those at present working under a collective agreement or industrial standards schedule, and those in hospitals and nursing homes other than office staff. Employees governed by a collective agreement or industrial standards schedule are exempted from Order 22 until the next anniversary date of the agreement or schedule.

Provision is made, in cases where the new limit is impractical, to average the 44-hour week over a month, so long as no more than 48 hours are worked in any one week.

The new minimum wage rates in the four cities, effective on March 30, are \$26 a week for men and \$24 a week for women (L.G., 1952, p. 619).

British Columbia Male and Female Minimum Wage Act

Automotive Repair and Gasoline Service Stations

Employees working in the production-line or assembly-line manufacture or

reconditioning of automobile parts for sale are now excluded from the coverage of Order 6, which fixes minimum rates for male and female employees in the automotive repair and gasoline service-station industry (L.G., 1948, p. 746; 1950, p. 1192). Order 6, first issued in 1948, was replaced by a new Order 6 made on April 17 and gazetted April 24. Apart from the change in coverage, the order is substantially the same as before.

Mercantile Industry

The provisions of Order 24 governing payment of overtime were re-worded by Order 24A made on April 17 and gazetted on April 24. Order 24 fixes a minimum wage of \$18 a week for both men and women workers employed in the mercantile industry (L.G., 1950, p. 86).

As before, time and one-half the employee's regular rate must be paid for all hours worked in excess of eight in a day, or in excess of 44 in a week where the hours worked do not exceed eight in a day. Excluded from this provision are persons for whom special hours of work regulations have been made by the Board or whose daily or weekly hours may be varied under the conditions set out in certain sections of the Hours of Work Act.

These include: (1) workers in wholesale or retail stores throughout the province except in the larger cities, in drug stores, and in retail florists' shops, who are governed by Regulations 29B, 16F and 19; (for these workers time and one-half is payable after the hours established in the regulations), and (2) workers who, by custom or arrangement or by agreement between employers' and workers' organizations or representatives, work less than eight hours on one or more days of the week and nine hours on the remaining days, but not more than 44 hours in the week, or who work an average of 44 hours weekly over an agreed period of time. (In such cases, time and one-half is not payable until the employees have completed the hours so established.)

Further, the requirement of time and one-half for overtime does not apply to persons employed in a position of supervision or management or in a confidential capacity. Such persons are declared exempt from the eight and 44-hour limits set by the Hours of Work Act.

It is stipulated that, except in an emergency, when statutory hours may be exceeded, and except where a variation in hours is permitted under the Hours of Work Act or Regulations, as noted above, hours may not exceed eight and 44 unless a written permit from the Board is obtained.

When an industrial undertaking is wholly or partly exempted from the Hours of Work Act or when the Board allows a permanent or temporary exception from the Act, the clause with respect to overtime pay may be varied to meet the conditions that may apply.

Manitoba Building Trades Protection Act

By a proclamation gazetted March 22, this Act, passed in 1948 to replace an earlier Act, came into effect on April 1, 1952. In its report for the year 1949-50, the Mechanical and Engineering Section of the Manitoba Department of Labour stated that its task of inspecting construction and excavation works and their equipment was made more difficult by the lack of uniform regulations to guide contractors. The report recommended the adoption of the regulations drafted by the Building Trades Protection Board in 1948. These regulations were filed March 19 and gazetted March 22 of this year.

The regulations prescribe precautionary measures for the prevention of accidents in construction and excavation work. They stipulate first that it is the duty of every employer and every person acting in a supervisory capacity to see that all scaffolding, staging, flooring, hoists, derricks, ladders, slings, shoring and other types of equipment used are safe and suitable and are constructed, protected, placed, maintained and operated so as to afford reasonable safety to workers employed on, in or about any building, erection or excavation.

Scaffolding

The minimum standards prescribed for scaffolding require that it be strong enough to carry twice the maximum load it has to support. The deck of scaffolding must be at least 24 inches wide and must be supported by uprights placed at intervals not greater than 10 feet on centres. If higher than 16 feet from the ground, the deck must be protected by a guard rail and must have along its entire outer edge a 1" x 6" toe-board fixed in a vertical position. Where any scaffolding higher than 16 feet is to be used by bricklayers, stonemasons, plasterers or concrete workers, the deck must be at least 48 inches wide;

where scaffolding is to be used by persons engaged in cornice work, it must extend at least 24 inches beyond the finished face of the cornice. All staging, platforms, decking or flooring must be constructed of planking at least two inches thick laid tightly together and properly fastened so that tools or building materials cannot fall through.

Any platform or scaffold suspended from above must be of a type approved by the Minister of Labour and must be secured so as to prevent it from swaying or becoming unfastened by accident, and balanced so that it hangs on a horizontal plane. It must be equipped with toe-board and guard rail and the space between the two must be covered with chicken wire, canvas or other protection, securely fastened. All thrustouts, hooks and other apparatus supporting the platform must be able to support twice the weight of staging, platform and scaffold, including the maximum load to be carried. No more than one-quarter of the length of a thrustout may project outward beyond the point of vertical support, and all bearers and hangers must be securely fastened to thrustouts by means of bolts or nailed with nails two and one-half times as long as the thickness of material being used. The deck must be tight. If the suspended platform is to be used exclusively by painters, decorators or sign painters and at a height of less than 16 feet, the width of the deck may be reduced to 16 inches, provided that a taut lifeline is stretched horizontally at approximately waist level along the inner side of the platform. All suspended staging, platforms, hangers, thrustouts and other apparatus must be tested for strength, after assembly in position for use, while suspended at maximum extension.

Manufactured scaffolding and hoists may be used, provided they pass the load tests, incorporate the required safety features, and have been approved by the Minister.

Ladders

Except where both ends of a portable ladder are securely fastened to a rigid support, the ladder must be set at an angle of not less than 15 degrees from the perpendicular, or so that the horizontal distance from the foot of the ladder to the base of the wall against which the ladder rests is not less than one-quarter the length of the ladder to its point of contact with the wall. Where a ladder rises to a deck or floor, its upper end must reach at least three feet above the deck or floor. The interval between ladder rungs must not be more than 12 inches on centres.

Hoists

Elevator type hoists used in the building trades must be constructed to bear three times the maximum load they may be required to carry. If constructed of wood, they must be of sound, straight-grained lumber; all uprights, cross bars and braces must be at least 2" by 6" where the height of the tower does not exceed 30 feet and 4" x 6" where the height of the tower exceeds 30 feet. Hoists constructed of other material must have an equivalent minimum strength. Every landing stage must be strong enough to carry twice its expected maximum load, must have a guard rail and toe-board, and must have removable barriers at least six feet high around all shaft openings kept in place at all times, except when the hoist is in use and the skip is at the landing stage. The hoists must be properly fastened to the work under construction at intervals not exceeding 30 feet and must have a vertical ladder fitted to the hoist tower opposite to the side on which any vertical cable runs. All sheaves, cables, blocks, skips and other hoist attachments must be strong enough to bear three times the maximum load required. Towers must be equipped with proper skip guides. Motors must be securely anchored to prevent any shifting. Workmen must be able to remove material from the skip at platform level without having to board it. A sign prohibiting riding on the skip must be clearly visible to all employees likely to board the skip.

All cranes, derricks and other hoisting apparatus must be strong enough to carry, when fully extended, three times the maximum anticipated load and must be guyed or anchored so that when they are fully extended and loaded there is no danger of overturning or collapsing.

Skeleton Frame Construction

Rules are set out governing the construction of buildings with a skeleton frame. As soon as a skeleton frame is erected to a column splice, a planked floor or other adequate deck must be built immediately below the column splice. If the frame is more than two storeys high, floors or decks must be placed at intervals of not more than two storeys. Where steel or other work is progressing on two levels at once, adequate deck covering is required not more than two storeys above where work is being carried on. Where riveting is to be done, a temporary floor must be provided immediately below the portion of the floor level on which the riveters are working to protect from injury all workmen at lower levels. When workmen are

required to work at a height of more than 40 feet on bridges, arch spans or other skeleton frame construction where flooring cannot be provided, a safety net must be placed beneath them to protect them against injuries from falls.

Excavation Work

The regulations also include detailed provisions for the use of supports in excavation work. Excavations more than five feet deep or eight feet long must have vertical shoring extending from or above surface level. In hard, compact material, the shoring must be at intervals not exceeding four feet and must extend to within two feet from the bottom of the excavation. In materials not hard and compact, there must be shoring every two feet extending to the bottom of the excavation, and in sand, quicksand or similar material, excavations must have close shored sheathing extending from above surface level to the bottom.

All shoring and sheathing, when not individually braced, must be held in position by horizontal stringers at intervals of not more than five feet. All shoring, stringers and braces must be made of wood at least two inches thick or of material equally strong; all such equipment must be inspected frequently and maintained in good condition.

Where mechanical excavating equipment is used, the shoring must be carried up to the point at which any workman is engaged, or to within 15 feet of where the equipment is working, and may not be removed as long as any employees are required to work in the excavation. All workmen are required by the regulations to remain within the shored area of an excavation.

Excavations more than five feet deep must be equipped with one or more ladders to permit workers to descend and ascend in safety. Workers must be protected against falling materials. No material may be placed within 24 inches of the edge of the excavation.

Special rules apply to all tunnels, accessory shafts and caissons which workmen are required to enter, except tunnel construction in connection with mines. All caissons must be properly shored and protected to prevent any cave-in, with shoring placed every six feet in depth when caissons are being excavated. No worker may descend a shaft for the purpose of expanding the excavation unless the shaft is shored in this way. Any tunnel extending two feet or more from the shaft must be shored and all sheathing constructed so as to prevent loose earth from falling on the

workmen. Shoring may be removed only to carry out repairs and must be replaced immediately after repairs are completed.

All excavation work must be adequately guarded by fences or guard rails to prevent members of the public or workmen who may pass from falling into the excavation. All ropes, cables, chains, blocks and other equipment must be carefully inspected by the contractor or person in charge of the work before they are used and at frequent intervals during use. If any defect is discovered, the equipment may not be used except under conditions laid down in a written order of an inspector.

Protective Equipment

If gas fumes or other hazards are believed to exist in any trench, manhole, excavation or other confined space, no workman may enter without a safety belt and lifeline of an approved type. If there is believed to be actual danger from fumes, any workman entering the space must also wear an approved respirator.

When workmen are required to work at higher than normal air pressure in any caisson or tunnel work, adequate air-locks and all other standard equipment approved for such work must be supplied and maintained in good working order and inspected and tested daily or at every change of shift, whichever is the oftener.

Employers in building trades are required to furnish respirators of an approved type free of cost to workmen engaged in cutting, drilling or dry grinding of stone, cement, terrazzo or similar materials; in spray painting; or in hot riveting, flame cleaning or flame cutting of metal coated with a compound which gives off toxic fumes when heated, where the dust or fumes may be inhaled to a sufficient extent to cause injury to the workmen. Where workmen are spraying paint of a type likely to cause harm to the skin, it is the duty of the employer to supply, and of every workman to apply to all exposed parts of his body, a protective oil, grease or cream. Employers are required to furnish an approved type sand blast helmet, with fresh air tube attached, to every employee engaged in sandblasting or similar work.

Other Equipment

Gasoline, gas or oil-operated heaters used in an enclosure must be of an approved type; the enclosure must be adequately ventilated so as to carry away all smoke or gas fumes.

Portable power-operated saws may not be used as bench saws or be rigidly fastened unless a control switch is within easy and safe reach of the operator.

Use of Explosives

All explosives, fuses and detonators must be stored separately and in compliance with standard rules for handling such materials. Storage places must be locked to prevent entry by unauthorized persons. Only competent persons with adequate knowledge of the dangers may handle or use explosives. The person in charge of blasting must be responsible for giving warning and removing all persons from the surrounding danger areas before the charge is fired. Warning must be given at least three minutes before the blast is fired by competent workmen stationed at a reasonable distance at each avenue of approach or points of danger, by means of signals such as clarion or whistle blasts. No person may return to the danger area until authorized by the person in charge. If a charge fails to explode, it is his duty to take appropriate means to remove the danger of explosion before allowing others to return to the danger areas. The regulations require every employer, contractor and workman to comply also with the provisions of the federal Explosives Act, the Manitoba Highway Traffic Act, and any other federal or provincial statutes or regulations or municipal by-laws relating to the use of explosives.

First Aid

On each construction project the employer is required to maintain in readily accessible places an adequate supply of first aid equipment and to provide services in accordance with the standards recommended by the Safety Division of the Department of Labour.

Notice of Accidents

If a workman suffers injuries causing disability within the meaning of the Workmen's Compensation Act, his employer must notify the Department of Labour in writing of the accident, either by sending a copy of the report furnished to the Workmen's Compensation Board or by completing a form supplied by the Minister. In the event of a serious or fatal accident, the employer must immediately notify the Department by telephone, messenger or telegram, and must not allow any equipment or material involved in the accident to be moved, except to release a workman or to avoid creating an additional hazard, until an inspector has investigated the scene and has authorized such removal.

Power of Inspector

An inspector is authorized to order an employer in writing to provide additional

necessary safeguards for workmen. The written order may be delivered to the person apparently in charge of the work; its instructions must be carried out within a specified period.

General

Employers and workmen, in addition to complying with these regulations, are required to comply with all statutes, regulations and by-laws applicable to their particular work or trade.

Saskatchewan Social Aid Act

Mothers' Allowances

From April 1, 1952, the amount of the mother's allowance payable in Saskatchewan has been raised by \$10 a month by revised regulations approved by Order in Council 990/52 of April 4, gazetted April 12. The previous regulations (O.C. 127/49, as amended by O.C. 1462/50, see L.G., 1949, p. 456 and 1950, p. 1923) are rescinded. The allowances now range from \$420 a year (\$35 a month) for a mother with one child to \$1,020 a year (\$85 a month) for a mother with 10 children. In view of the increase of \$120 a year, the regulations no longer contain the provision which permitted the Social Welfare Board to grant an additional allowance if, because of housing conditions or expenditure in connection with special diets or education, or because of other circumstances, further assistance was necessary for the proper care of a family. An additional \$120 a year is still granted in cases where there is an incapacitated father living at home.

Conditions of eligibility are, in general, the same as before, provision being made, however, to pay the allowance on behalf of a mother and her children in cases where the incapacitated father is not living at home. In cases where both parents are in a nursing home or hospital, or one parent is dead and the other confined to hospital, it is now possible to pay the allowance to a guardian on behalf of the children.

The clause permitting payment of the allowance on behalf of a child 16 to 18 years of age until completion of Grade XII has been reworded to include a child of this age who is taking a business or professional course as well as one who is attending school. The allowance may not be continued beyond June 30 in the school year in which he reaches the age of 18.

A new provision permits resumption of the allowance after absence from the province. If the recipient returns within six months, she may be paid the allowance for

a period of her absence but not for more than three months in a calendar year. Under the former regulations, a recipient, in order to receive an allowance, might not be absent from the province for more than two months in a year, unless she had special permission from the Director of Public Assistance.

The maximum annual income allowed to a recipient, exclusive of the allowance, continues to be \$540 a year. In the calculation of income, an exemption (not to exceed \$60 a month) is permitted for expenses incurred by a parent in having her children cared for while she is working. As before, family allowances and casual gifts are not considered income. Now excluded from the calculation of income are: grants from Army, Navy or Air Force and Benevolent Funds and from the War Veterans' Assistance Fund; supplementary allowances paid to old age security pensioners and blind assistance recipients; and social aid. Specific rules are set down for calculating income in the form of cash assets (including estates in trust and insurance), real property, farm property, and the value of free board and lodging. Income is to be calculated for the "income year," from September 1 to August 31. As in the earlier regulations, allowances are not payable if the combined real or personal property of a parent or child has a net value of more than \$5,000 of which not more than \$1,000 may be in cash, securities or other liquid assets.

Supplementary Allowances

By O.C. 755A/52, made March 12 and gazetted March 29, the regulations under the Social Aid Act providing for the payment of a supplementary allowance of up to \$2.50 per month to recipients under the federal Blind Persons Act and the Saskatchewan Blind Persons Allowances Act (L.G., March, 1952, p. 316) were amended to change the conditions governing payment of the allowance if the recipient is temporarily absent from the province.

Before the amendment was adopted, a recipient could continue to receive his supplementary allowance during a temporary absence not exceeding one month. Now, when a recipient leaves Saskatchewan, payment of his allowance will be suspended immediately, but will be resumed when he returns. If he returns within six months, he may recover his allowance for a period of his absence not exceeding three months in any calendar year.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Statistics for March, 1952*, show slight rise in initial and renewal claims over previous month. Increase concentrated mainly in N.B., Que.

Initial and renewal claims for unemployment insurance benefit rose slightly in March. The increase over the previous month, however, was not general, being concentrated mainly in the provinces of New Brunswick and Quebec.

The report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that during the month of March a total of 154,356 initial and renewal claims were filed in offices of the Unemployment Insurance Commission, as compared with 140,386 in February and 109,764 in March of last year.

Little change was evident in the volume of recorded unemployment among insured persons as measured by a count of ordinary claimants on the live unemployment register on the last working day of the month. On February 29, ordinary claimants totalled 276,325 (221,781 males and 54,544 females), as against 275,018 (224,944 males and 50,074 females) on March 31. Short-time claimants at March 31 numbered 31,306, compared with 34,396 on February 29, while supplementary benefit claimants totalled 45,304 on March 31, compared with 40,084 on February 29.

Adjudicating centres disposed of 150,976 initial and renewal claims during March, 100,702 of which were considered entitled to benefit. A total of 40,170 claims were disallowed because of insufficient contributions, while disqualifications were imposed in 16,708 cases (including 5,240 on revised and 1,364 on supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause", 6,306 cases; "not unemployed", 3,484 cases; and "not capable of and not available for work", 1,809 cases.

During March 90,354 claimants commenced the receipt of benefit, compared with 107,680 in February, and 68,445 in March, 1951.

The amount of benefit paid was slightly higher in March than February, amounting to \$14,932,190 in respect of 5,537,221 unemployed days in March, as against \$14,162,612 for 5,266,024 days in February, and \$10,467,147 for 4,192,575 days in March, 1951.

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of whether conditions, and the general employment situation.

During the week March 29-April 4, 216,251 persons received benefit amounting to \$3,365,736 as compensation for 1,243,684 unemployed days, compared with a total of \$3,483,137 paid to 228,121 beneficiaries for 1,291,339 days in the week February 23-29. For the week March 31-April 6, 1951, a total of 147,162 beneficiaries received \$2,184,959 as compensation for 873,101 unemployed days.

The average daily rate of benefit for the week March 29-April 4 was \$2.71 compared with \$2.70 for the week February 23-29, and \$2.50 for the week March 31-April 6, 1951.

Supplementary Benefit

A total of 39,377 claimants whose contributions were insufficient to qualify for regular benefit had their claims considered for supplementary benefit during the month. Since the period for which supplementary benefit was payable expired on March 31, claims received on or after March 22 (unless antedated) were not submitted for consideration under the supplementary benefit provisions of the Act. The sum of \$1,959,391 was paid in supplementary benefit during the month.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of March, 1952, insurance books were issued to 4,417,485 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1951. This was an increase of 68,498 during the month.

As at March 31, 1952, employers registered numbered 244,499—an increase of 872 since the end of February.

*See Tables E-1—E-8 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 797, March 11, 1952

Held: (1) *That the claimant, a former government employee, who refused to apply for employment as a sales clerk in a city located a few miles away from the hamlet where she had taken up residence with her husband, on the grounds that there was no means of transportation and the salary was too low, had, in view of her lengthy period of unemployment and the other circumstances of the case, refused, without good cause, to apply for a situation in suitable employment within the meaning of Section 40 (1) (a) of the Act.*

(2) *That, unless the claimant indicated her willingness to accept immediately any offer of suitable employment outside her locality, she could not be considered as being available for work within the meaning of Section 27 (1) (b) of the Act.*

(Reference made to CU-B 568.)

Material Facts of Case.—The claimant, 24 years of age, residing in . . . A . . . , which is situated approximately 12 miles from Shawinigan Falls, Que., filed a claim for benefit in the latter-mentioned city on July 10, 1951, stating that she had been employed by the Federal Government as a clerk in Val d'Or, Que., from 1946 to June 11, 1951, when she was forced to leave her employment because she was getting married and her employer had a rule against retaining married women in his employ. Her salary upon separation was \$139 a month. The claim was allowed.

On October 5, 1951, the local office notified her of employment in Shawinigan Falls, Que., as a sales clerk with a sewing machine company at a wage of \$18 a week, which was the prevailing rate of pay in the district for that type of work; the hours of work were to be eight a day, six days a week. The claimant refused to apply for the employment, stating that there was no suitable means of transportation between . . . A . . . and Shawinigan Falls, Que., and that the salary was too low; she added that she would be willing to take employment in . . . B . . . , a small town nearer to . . . A . . . than Shawinigan Falls. The local office commented that there might be some possibilities of employment for the claimant in . . . B . . . but that at the moment there were no vacancies listed.

The insurance officer disqualified the claimant for a period of six weeks, being of the opinion that she had, without good cause, refused to apply for a situation in suitable employment (Section 40 (1) (a) of the Act).

The claimant appealed to a court of referees which unanimously reversed the insurance officer's decision, being of the opinion that, inasmuch as the conditions of work were much less favourable, the employment was not suitable.

The insurance officer appealed to the Umpire on January 16, 1952, and on January 22, 1952, the claimant wrote to the local office contending that it was unfair to offer her employment in Shawinigan Falls, Que., when there were possibilities of work for her in . . . B . . .

Conclusions.—There is no doubt that the employment offered to the claimant in Shawinigan Falls, Que., was at conditions less favourable than those of her previous employment in Val d'Or. However, it must not be overlooked that she had been unemployed for approximately four months, that the work offered was of a type which she could have easily performed and that the salary was at the prevailing rate of pay in the district.

While I agree that it would have been difficult for the claimant to travel daily to and from Shawinigan Falls, nevertheless that city, according to the evidence, was the nearest locality where she could reasonably expect to find employment; she mentioned the town of . . . B . . . but according to the local office, her chances of obtaining employment there were scant, which is substantiated by the fact that on January 22, 1952, date on which she wrote a letter to the Commission, she was still unemployed.

In a previous decision dealing with the case of a married woman (CU-B 568) who had refused employment away from her place of residence, I stated as follows:—

The claimant's refusal to leave her place of residence in view of her domestic circumstances is quite understandable and it was definitely not the intention of the legislators that the Unemployment Insurance Act be used as an instrument to break up "a household and separate a man and wife". However, if a married woman wishes to claim benefit under the Act, she

must, like any other claimant, prove her availability for work. Were a married woman permitted to collect unemployment insurance benefit while restricting her availability for work to an area where none can be obtained it would not only defeat the purpose of the Unemployment Insurance Act but it would be detrimental to the interests of the mass of workers who contribute to the Unemployment Insurance Fund. The principle has been established that where a married woman is the breadwinner of the family, a broader interpretation may be allowed both as to the question of the suitability of the employment offered and as to the question of availability for work but, as stated in decision CU-B 437, unless there are special circumstances, a married woman must be ready to take work on the same conditions as a single woman.

For these reasons, not only do I consider that the insurance officer was right in finding that the claimant had, without good cause, refused to apply for a situation in suitable employment but I am of the opinion that he should also have found that she was not available for work within the meaning of Section 27 (1) (b) of the Act.

The claimant is disqualified from the receipt of benefit for a period of six weeks as from the date on which this decision is communicated to her and, unless she indicates her intention to accept immediately any offer of suitable employment away from her locality, she must also be disqualified for an indefinite period.

The appeal is allowed.

Decision CU-B 801, March 11, 1952

Held: (1) *That employment as a sweeper in a factory at the prevailing rate of pay in the district was suitable within the meaning of the Act for the claimant, a pensioned locomotive mechanic, inasmuch as he had been unemployed for seven months and his chances of obtaining work in his usual occupation were non-existent.*

(2) *That, as he was only prepared to accept employment of a kind which he could not reasonably hope to obtain and he had, in fact, stated that he felt that he was entitled to a year's rest, he could not be considered as being available for work within the meaning of the Act.*

Material Facts of Case.—The claimant, 65 years of age, residing in Ont., filed a claim for benefit on April 9, 1951, stating that he had been employed by a railway company as a locomotive mechanic from 1913 to March 13, 1951, when he was retired on pension. His rate of pay upon separation was \$3,200 a year. The claim was allowed.

On October 10, 1951, the local office notified him of employment with a local

factory as a sweeper at a wage of \$30 a week, which was the prevailing rate of pay in the district for that type of work; the hours of work were to be nine a day, 45 a week. The claimant refused to apply for the employment for the following reasons:—

This job is not in my line of work—I want employment as a locomotive mechanic. I am not interested in leaving town at all. The only type of work I will accept is as a locomotive mechanic.

The local office commented that the work offered was of a very light nature and that it was impossible to place the claimant in his usual occupation.

The insurance officer disqualified the claimant for a period of six weeks because he had, without good cause, refused to apply for a situation in suitable employment and for an indefinite period because he had so restricted his sphere of employment that he could not be considered as being available for work (Sections 40 (1) (a) and 27 (1) (b) of the Act).

The claimant appealed to a court of referees which unanimously reversed both decisions of the insurance officer in a finding which reads as follows:—

The court of referees unanimously agreed to reverse the insurance officer's decision; we find that employment offered was not suitable. We also find that claimant was available for work on the 11th day of October and thereafter.

The insurance officer appealed to the Umpire and on January 17, 1952, the claimant wrote to the latter outlining again his reasons for having refused the employment notified to him.

Conclusions.—After having carefully studied the facts and submissions on file, I consider that the employment as a sweeper, at the prevailing rate of pay in the district, was, for the claimant, suitable within the meaning of Section 40 (1) (a) of the Act. It is to be noted that he had been unemployed for approximately seven months, that the job offered involved light work and that not only was it impossible to place him in his usual occupation but it was difficult, in view of his age, to find him employment at all.

In so far as his availability for work is concerned, the claimant, upon refusing the job offered to him and in his appeal to the court of referees, stated that the only work he would accept would be as a locomotive mechanic. Furthermore, in his letter of January 17, 1952, he stated that after having worked 28 years at night of his 38 years of service, he felt that he was

"entitled to a year's rest" and that due to the high cost of living, he would have "to seek part-time work next summer with the pension board's permission."

While I have every sympathy for the claimant, he should realize that unemployment insurance is a protection against certain risks of unemployment and it provides benefit only to those who are willing to work and are unable to find employment.

Under the circumstances, I must also decide that the insurance officer rightly

found that the claimant was not available for work within the meaning of the Act.

I wish to point out to the court of referees that, in accordance with Section 59 (1) of the Act, "the decisions of a court of referees . . . shall include a statement of its findings on questions of fact material to the decision."

The disqualifications previously imposed by the insurance officer are reinstated as from the date that this decision is communicated to the claimant.

Amending Unemployment Insurance Act

Minister of Labour introduces bill to provide increase in rates of benefit, reduction in the number of waiting days from eight to five and extension of the period of entitlement for supplementary benefit

On June 4, the Minister of Labour, Hon. Milton F. Gregg, gave notice in the House of Commons of a bill to amend the Unemployment Insurance Act, to provide for increased rates of benefit, reduction in the number of waiting days, extension of the period of entitlement for supplementary benefit, and certain administrative changes.

Speaking on the proposed amendments, Mr. Gregg stated:—

... Of these amendments five are of a good deal of importance and the remainder are designed to improve the routine administration of the Act.

One of these five main amendments is related to the administration of the National Employment Service. This amendment provides that there shall be no discrimination because of racial origin, colour, religious belief or political affiliation in referring workers seeking employment. This will now establish the principle of fair employment practices in the statute.

The first of the four important amendments related to insurance will provide an increase in benefits for certain classes. The present maximum benefit for a person with a dependent is \$21 a week, and the amendment will provide for raising this to \$24 a week, with comparable increases in other benefit rates.

The second insurance amendment provides for a reduction in the period known as waiting days. As the Act now stands the waiting period consists of eight days;

that is, not counting that one non-compensable day. This period will be reduced by the amending bill to five waiting days; that is a reduction from eight to five.

Also there is an amendment that will permit the commission to make regulations to provide that, where a benefit year terminates while the insured is unemployed and he qualifies for a further period of benefit, the waiting period in the new year may be deferred.

The new legislation will also extend by fifteen days the period of supplementary benefit so that it may be paid from January 1 to April 15 in each year. At present supplementary benefit is payable from January 1 to March 31 in each year.

The foregoing amendments affecting the insurance fund have all met with the endorsement of the Unemployment Insurance Advisory Committee, which is charged with the responsibility of reviewing the status of the fund from time to time and making recommendations in regard to it. These amendments will not cause any increase of payments into the fund on the part of employee, employer or government.

The remaining amendments are introduced with a view to clarifying the existing law, facilitating operation of the unemployment insurance program, and protecting the fund. They are more or less routine in nature and, with minor exceptions, have no particular significance from the viewpoint of the general public.

Fair Wages Conditions

In Dominion Government Contracts

Schedules Prepared and Contracts Awarded during April

(1) Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 146 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the country.

During the same period a total of 115 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

(The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work, such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".)

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Agriculture	3	\$141,935.81
Post Office	10	24,374.07

(3) Arrears of Wages

During April the sum of \$1,131.79 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contract. This amount was distributed to the seven employees concerned.

Contracts Containing Fair Wages Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

The Fair Wages Policy of the federal Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain

from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the federal Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Central Mortgage and Housing Corporation

St John's Nfld: Horwood Lumber Co Ltd, construction of houses & installation of sewer system. *Halifax N S*: Brookfield Construction Co Ltd, construction of standard apartment units etc; Trynor Construction Co Ltd, construction of sewer & storm systems, Garrison Barracks. *Shearwater N S*: Nova Scotia Light & Power Co Ltd,* installation of fire alarm system. *Chatham N B*: New Brunswick Telephone Co Ltd,* relocation of poles & changing lines at runway. *Ajax Ont*: J Leitch Engineering & Construction Ltd,* survey work; Atlas Excavators Ltd, construction of sanitary sewer & water mains. *Belleville Ont*: R J. Webb, exterior painting. *Deep River Ont*: Armstrong Bros Construction, ditching, clearing & grubbing. *Downsview Ont*: Mal Nicholson, clearing, grubbing & removing topsoil. *Fergus Ont*: S J Gillespie,* exterior painting. *Guelph Ont*: Morog Spray Painting Co,* exterior painting. *Kitchener Ont*: Morog Spray Painting Co, exterior painting. *Malton Ont*: Josephat Loiselle & Fils, construction of permanent improvements. *Niagara Falls Ont*: John D St Clair,* exterior painting. *Niagara-on-the-Lake Ont*: S Gillespie,* exterior painting. *Port Hope Ont*: P H Davis,* exterior painting. *St Catharines Ont*: E P A Construction Co Ltd, construction of perma-

nent improvements. *St Thomas Ont*: Gregory & Marks,* exterior painting. *Stamford Ont*: John D St Clair,* exterior painting. *Windsor Ont*: J St Clair, exterior maintenance painting. *Woodstock Ont*: D M Cook,* exterior painting. *Winnipeg Man*: Felix Hryniewicki,* repair of basement floors. *Moose Jaw Sask*: Henry Borger & Son Ltd, installation of sewer & water mains. *Saskatoon Sask*: Saskatchewan Power Corp,* construction of power distribution system; W C Wells Construction Co Ltd, installation of sewer & water systems. *Claresholm Alta*: Shoquist Construction (Western) Ltd, erection of prefabricated bldgs. *Edmonton Alta*: Dan Boettcher,* grounding & bonding aluminum houses. *Ponoka Alta*: MacDonald Farm Equipment Ltd,* installation of pilot generator gas control. *Red Deer Alta*: MacDonald Farm Equipment Ltd,* installation of pilot generator gas control. *Esquimalt B C*: B C Road Materials Ltd, extensions to sewer & water systems. *Vancouver B C*: Ed Johnston,* grading of boulevard strips & construction of retaining walls, etc; G S Eldridge & Co Ltd,* testing of concrete & other materials as required. *Whitehorse Y T*: Marwell Construction Co Ltd, erection of prefabricated bldgs.

Department of Citizenship and Immigration

Restigouche P Q: A A Geraghty, construction of day school.

Defence Construction Limited

Summerside P E I: L G Rawding Construction Co Ltd, extensions to water distribution system & sewage collection system. *Chatham N B*: Richards-Wilcox Canadian Co, installation of hangar doors; Diamond Construction Co Ltd, installation of water distribution & sewage collection system; R. E. Stewart Construction Corp, erection of hospital. *Bagotville P Q*: Provincial Engineering Ltd, installation of underground steam distribution system; A Janin & Co Ltd, erection of headquarters bldg; R E Stewart Corp, erection of hospital; Georges Proulx, construction of pumping station. *Montreal P Q*: Charles Duranceau, erection of garage; J Serrentino Construction Co Ltd, erection of workshop. *Barrie Ont*: Reg H Steel Ltd, installation of steam distribution system; T L Smith Construction Co Ltd, erection of transmitter bldg. *Camp Borden Ont*: F S B Heward & Co Ltd,* supply & delivery of pipe; Swansea Construction Co Ltd, installation of sewage system.

Centralia Ont: Elgin Construction Co Ltd, construction of storm & sanitary sewers, water mains, roads & paving; Roy James Construction Ltd, erection of officers' mess; John Gaffney Construction Co Ltd, erection of unit receiving bldg; James Morrison Brass Mfg Co Ltd,* supply of pipe for underground steam distribution system. *Clinton Ont*: John Gaffney Construction Co Ltd, erection of quonset huts. *Cobourg Ont*: B A Ryan Ltd, construction of central heating plant; Richard & B A Ryan Ltd, construction of ordnance warehouses. *Downsview Ont*: James Morrison Brass Mfg Co Ltd,* supply of pipe for underground steam distribution system. *North Bay Ont*: Sterling Construction Co Ltd, construction of headquarters bldg; James Morrison Brass Mfg Co Ltd,* supply of pipe for underground steam distribution system. *Petawawa Ont*: Reg H Steel Ltd, installation of underground steam distribution system. *Trenton Ont*: Tatham Co Ltd, erection of water pumping station & water

storage reservoir. *Uplands Ont*: Sparling-Davis Co Ltd, erection of storage tanks. *Portage la Prairie Man*: Wiebe Construction Co Ltd, erection of trainees' mess. *Rivers Man*: Universal Construction Co, erection of explosive storage bldgs; James Morrison Brass Mfg Co Ltd,* supply of pipe for underground steam distribution system. *Shilo Man*: Cotter Bros, installation of underground steam distribution system. *Winnipeg Man*: Claydon Co Ltd, construction of sewage disposal plant & lift station; James Morrison Brass Mfg Co Ltd,* supply of pipe for underground steam distribution system; Henry Borger & Son Ltd, installation of sanitary sewer, storm sewer & water distribution systems; Couture & Toupin Ltd, erection of officers' mess & NCO's mess. *Moose Jaw Sask*: Lockerbie & Hole Ltd, installation of steam distribution system & alterations to

heating systems; Bird Construction Co Ltd, erection of officers' mess & trainees' mess. *Saskatoon Sask*: C M Miners Construction Co Ltd, erection of officers' mess. *Cold Lake Alta*: James Morrison Brass Mfg Co Ltd,* supply of pipe for underground steam distribution system; Crane Ltd,* supply of gate valves; Canadian Ludlow Valve Mfg Co,* supply of hydrants; Anthes-Imperial Co Ltd,* supply of materials for water & sewer distribution systems. *Namao Alta*: James Morrison Brass Mfg Co Ltd,* underground steam distribution system. *Comox B C*: Smith Bros & Wilson Ltd, construction of explosive storage bldgs & roads; Deeks-McBride Ltd, reinforcing steel for hangar. *Various Locations*: General Supply Co of Canada Ltd,* KW diesel electric generating units for installation at radio stations.

Department of Defence Production

Kingston Ont: Kingston & Salmon Ltd, alterations to heating system, RMC. *Ottawa Ont*: S E Farley & Son, rehabilitation of bldg, RCAF Station, Victoria Island. *Edmonton Alta*: Dominion Construction Co Ltd, construction of boat-

house, HMCS "Nonsuch". *Matsqui B C*: Stange-Holand Construction Co Ltd, additions & alterations to operations room, transmitting station. *Prince Rupert B C*: W H Smith, dismantling of crane.

National Harbours Board

Montreal Harbour P Q: Charles Duranceau Ltee, renewal of asphalt paving & concrete road slab, Jacques Cartier Bridge. *Port Colborne Ont*: Ontario Construction Co Ltd, repairs to wharf, grain elevator.

Department of Public Works

Summerside P E I: J P Porter Co Ltd, reconstruction of railway wharf. *Big Bras d'Or N S*: C R MacDonald & J C Gaudet, wharf extension. *Brooklyn N S*: T C Gorman (Nova Scotia) Ltd, breakwater repairs & improvements. *Dartmouth N S*: Halifax Shipyards Ltd, construction of hull & machinery repairs to Dredge PWD No 12. *Pictou N S*: Pictou Foundry & Machine Co Ltd, repairs to boiler of Tug "Fredericton". *Shag Harbour N S*: Walker & Hall Ltd, breakwater extension. *Petite Vallee P Q*: Sylva Cote, wharf repairs & improvements. *Kingsville Ont*: Dean Construction Co Ltd, repairs to harbour works. *Ottawa Ont*: J E Copeland Co Ltd, construction of inflammable stores bldg; A Lanctot Construction Co, alterations to Labelle bldg & Monument National. *Roblin Man*: Randver Sigurdson, addition & alterations to public bldg. *Saskatoon Sask*: Shannon Bros, construction

of weights & measures bldg. *Cranbrook B C*: C J Oliver Ltd, alterations & addition to public bldg. *Denman Island B C*: Horie-Latimer Construction Co Ltd, wharf reconstruction. *Esquimalt B C*: Ed Walsh & Co Ltd, rock removal; McKenzie Barge & Derrick Co Ltd,* dredging; General Construction Co Ltd, road construction. *Esquimalt (Belmont Park) B C*: Pacific Piledriving Co Ltd, float construction. *Sidney B C*: Victoria Pile Driving Co Ltd, renewal of gantry & dolphin. *Vancouver B C*: Vancouver Pile Driving & Contracting Co Ltd,* dredging; Burrard Dry Dock Co Ltd,* docking, cleaning, painting & repairing Dredge PWD No 305 "King Edward" & plant; B C Marine Engineers & Shipbuilders Ltd,* docking, cleaning, painting & repairing Dredge PWD No 303 "Fruhling". *Victoria B C*: Farmer Construction Ltd, alterations & addition to office bldg, Astrophysical Observatory.

Department of Transport

Chatham N B: A D Ross & Co Ltd, installation of airport lighting facilities. *Dorval P Q*: Guy Andrews Reg'd, relocation of localizer bldg & middle marker, airport. *Malton Ont*: Armstrong Bros

Construction, reconstruction of parking area, airport. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, surface treatment of runways, airport.

Employment Conditions

April-May 1952

Unemployment dropped considerably during April and May as summer jobs opened up and defence and defence-connected industries continued to expand. Substantial surpluses of workers remained in several areas of eastern Canada because of lower level of logging operations this year

The upswing in seasonal job opportunities together with the continuing employment expansion in defence industries and some re-hiring of workers by firms manufacturing consumer goods all contributed to a sizable decline in the level of unemployment. The number seeking work through the NES totalled 261,200 at May 15, a drop of 124,000 from the peak reached early in April. Despite this substantial decline, the number of job applications was 86,000 higher than at the comparable date last year.

Changes within the manufacturing industries are partly responsible for the higher level of unemployment. The chart overleaf shows that employment in the consumer goods group was 5 per cent below last year and, in some industries, below the level of 1950. It also indicates some of the off-setting gains stemming from defence contracts and the growth of industrial capacity. During the past 12 months, the gradual expansion in the production of aircraft, ships, railway rolling stock, agricultural implements and industrial machinery has been an important factor in sustaining the level of employment in manufacturing as a whole. However, although this expansion undoubtedly has absorbed many of the workers released from the consumer goods industries, differences in geographic location and in occupational requirements have resulted in a higher level of total unemployment.

During April, lay-offs were less frequent in the manufacturing sector producing goods for consumers and some workers previously released were being re-hired, notably in automobile plants. But because manufacturers' inventories were high and because a large number of factory workers were on short time, increases in employment were gradual, mainly taking the form of longer hours of work. Substantial increases in the actual numbers employed in this sector are not expected for some time. On the other hand, employment in producer goods industries and in the production of some basic materials is expected to increase steadily this summer, though not as quickly as it did in 1951.

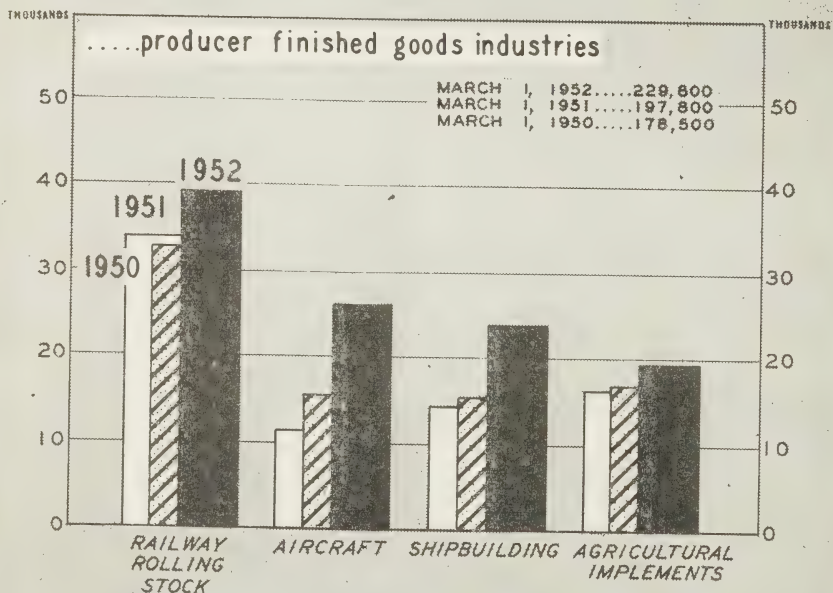
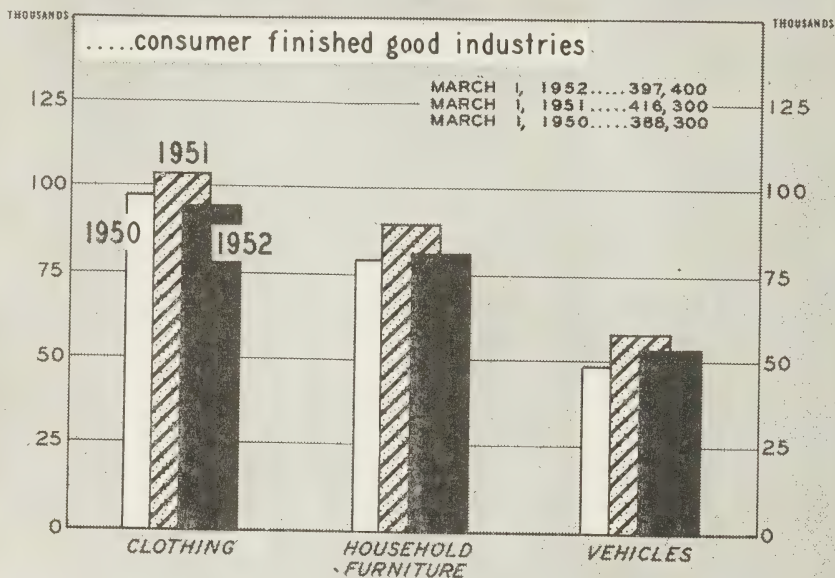
While most parts of the country benefited from increasing employment opportunities during April, the impact of greater demands on the available supply of workers in specific areas differed considerably. In two-thirds of the local employment areas, labour surpluses amounted to less than 10 per cent of all wage and salary workers. These areas were largely concentrated in the Ontario, Prairie and Pacific regions. Thirty-two areas, or about one-sixth of the total, reported surpluses amounting to more than 15 per cent of all wage and salary workers. Almost all of these areas were located in Eastern Quebec and the Maritimes, where large numbers of loggers were still idle.

A notable feature of the labour market during April was the strong demand for farm labour that developed in the Prairie Provinces. The simultaneous harvesting and seeding operations created a strong upswing in temporary farm labour requirements which was not fully met despite higher wages and free transportation offered through a Federal-Provincial arrangement. Shortages of farm help were particularly apparent in Saskatchewan and Southern Alberta. However, with the completion of harvesting and a substantial part of spring seeding, agricultural job vacancies were reduced by about half by the middle of May.

The beginning of large-scale construction work in many parts of the country contributed to the number of job opportunities and was reflected in a drop of over 20,000 unemployed construction workers. Although engineering construction is continuing at a high level, especially in the western provinces, there is some evidence of a smaller volume of industrial building this year. This, coupled with a smaller carry-over of residential construction, has meant some reduction in the total requirements for construction workers. There are, however, some indications that the number of housing units started in March and April is higher than for the same months of 1951.

Major employment changes in.....

—AT MARCH 1, OF EACH YEAR—



Atlantic Region

In the Atlantic region NES registrations at May 8 totalled 42,000, a decline of about 20 per cent in the previous month. Seasonal factors reduced unemployment in Prince Edward Island and Nova Scotia but in logging areas of northern New Brunswick and Newfoundland, unemployment rose from an already high level. There was improvement in fishing, farming and construction but waterfront activity fell off in Saint John, N.B., and in Halifax as navigation opened on the St. Lawrence. Farmers in the region were hiring men and considerable interest was shown in immigrant farm labour. The banning of truck traffic on highways because of road conditions affected employment adversely in the lumbering and coal mining industries. Substantial labour surpluses existed in St. John's, Summerside, Inverness, Bathurst, Campbellton, Edmundston, Newcastle and St. Stephen's.

Quebec Region

Employment conditions in Quebec began to improve in the last two weeks of April and work registrations at National Employment Service offices dropped from 136,000 at April 10 to 105,000 at May 8. The demand for farm workers picked up and mining and construction showed stimulated activity. Mining employment increased with the resumption of quarrying operations and prospecting in western Quebec and the Gaspé district. A virtual end to cutting and hauling operations in the logging industry resulted in further registrations of loggers but other industries and the spring drive were absorbing these men at the beginning of May. Logging areas were still the most serious centres of unemployment, such as Chandler, Causapscal, Dolbeau, La Malbaie and Port Alfred. Labour surpluses declined in most urban areas.

Ontario Region

Increased hirings in agriculture and construction in Ontario were chiefly responsible for improved employment conditions during April and early May. NES job applications showed a decline of 20,000 from April 10 to May 8, totalling 78,000 at the latter date. This was still 41,000 above the figure one year earlier, although employment was also higher. A gradual expansion in firms producing aircraft, ships, railway rolling stock and basic iron and steel contributed largely to the slight increase in employment over last year's levels. There was a moderate pick-up in consumer goods manufacturing beginning in April; some workers were being re-hired. Short-time work continued in textile indus-

tries and there was an increasing number of lay-offs from paper products plants. Job applications showed a drop in all industrial areas.

Prairie Region

In contrast to other regions, job applications in the Prairie region at May 8, 1952, were lower than at the same date last year. The number seeking work through the National Employment Service dropped to 27,000, nearly 4,000 fewer than at May 10, 1951. The most notable development was the rapid increase in demand for farm workers. The warm, drying weather enabled farmers to harvest most of the crop left over from last year and, in many areas, to seed this year's crop concurrently. This double amount of work created a demand for labour that National Employment Service offices were in some cases unable to satisfy despite higher wage offers. In addition to heavy requirements for agriculture and construction, some of the 7,000 woods workers released in the Lakehead region were re-hired to transport the winter's cut to the mills. Workers laid off from meat packing plants were recalled and additional help was required as livestock deliveries increased.

Labour surpluses disappeared in 14 of the 29 local labour market areas in the region during the month of April, leaving a moderate surplus in Port Arthur and slight surpluses in Winnipeg, Portage la Prairie, Dauphin, Prince Albert, Blairmore, Edmonton, Lethbridge and Dawson Creek. In the remaining 20 areas in the region, labour demand and supply were in approximate balance, with some scarcities in specific occupations.

Pacific Region

In the Pacific region, there was an upswing in those industries whose activities are governed by weather conditions. Applications for employment on file with the National Employment Service at May 8 totalled 30,500 as against 39,200 at April 10, 1952. The region's large construction program was getting more fully underway and surpluses of construction labour were being quickly absorbed. Lumbering work was improving seasonally but activity was not as high as expected. Almost 2,000 loggers were seeking work at May 1, as against 800 one year before. Latest data show that sawmill employment is running about 7 per cent below year-earlier levels. In two-thirds of the 18 labour market areas in the region, registrations for work constituted less than 10 per cent of all wage-earners and salaried employees. In two areas, Prince George and Kelowna, substantial labour surpluses existed.

Prices and the Cost of Living*

Cost-of-Living Index, May 1, 1952

In April, for the fourth consecutive month, the Dominion Bureau of Statistics cost-of-living index showed a drop. In the period April 1 to May 1, the index declined 2.0 points, or 1.1 per cent, falling from 188.7 to 186.7. This placed the index below the level of July 1951, and marked the largest monthly percentage decline since January 1943.

Lower food prices were again largely responsible for the change, and the drop in this series from 240.2 to 235.3 accounted for three-fourths of the decline in the total index. Among food items showing large declines were: butter, beef, bacon, veal, lard, shortening, and oranges. Fresh vegetables as a group were higher, led by a further substantial advance in potatoes.

The home furnishings and services index changed from 200.5 to 198.2; materially lower prices within the electrical goods group coupled with smaller decreases for furnishings and cleaning supplies were more important than increases in telephone

rates in British Columbia and the Maritimes. Small decreases in footwear and men's wear lowered the clothing index fractionally from 210.4 to 210.1.

The miscellaneous items series receded from 147.9 to 147.4 following a reduction in tobacco products, automobile tires, soap, magazines, and gasoline, which overbalanced higher quotations for theatre admissions, barbers' fees and street car fares. A decrease in the fuel and light index from 152.5 to 150.6 was due to seasonal recessions in coal and coke which outweighed an advance in domestic gas rates. Rents were not surveyed in May, the index remaining at 146.3.

From August 1939 to May 1952 the percentage increase in the total index was 85.2.

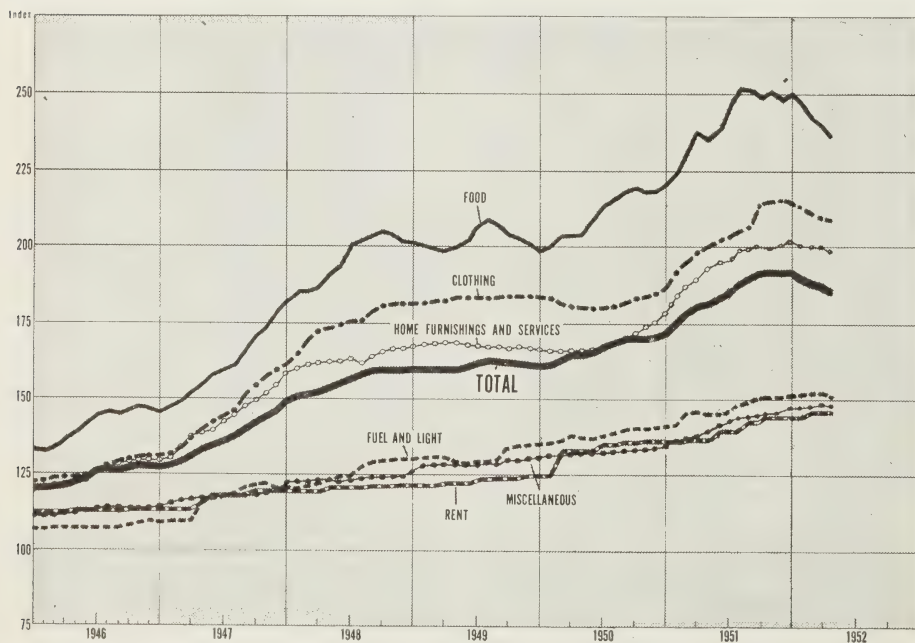
City Indexes, April, 1952

Cost-of-living indexes for six of the nine regional cities declined between March 1 and April 1, two advanced, and one remained unchanged, according to the Dominion Bureau of Statistics.

Composite cost-of-living indexes for Toronto at 184.8 and Vancouver at 192.3, were higher by 0.4 and 0.1 points, respectively. The advance in the index for the former city mainly reflected higher newspaper rates which outweighed slightly lower food prices. The Vancouver index

*See Tables F-1 to F-6 at end of book.

COST OF LIVING IN CANADA FROM JANUARY 1946



increase was due to a firmer food index which was supported by a substantial advance in potatoes.

For other centres continued weakness in foods, notably meats and eggs, was mainly responsible for the decline in the total indexes, although clothing and home furnishings and services were lower at most centres. Fuel costs were unchanged except for St. John's, Newfoundland, where a slight increase occurred. Group indexes for the miscellaneous series were generally higher, reflecting increases in automobile repairs and maintenance, coupled with small advances in personal care costs in certain centres. Rents were not surveyed in April, consequently the indexes were unchanged.

Composite city indexes for March 1 and April 1, and April 1 group index detail are shown in Table F-2 at end of book.

Wholesale Prices, April, 1952

The downward trend in wholesale prices continued in April, and the Bureau's general index number dropped to 226.9 from 230.8 in March and 242.4 a year earlier. This was the ninth successive monthly decline in the index from the peak figure of 243.7 for July last year.

The index for Canadian farm product prices at terminal markets also declined in

April to 245.4 from 248.3 in March, and 265.4 in April last year. Index for the animal section dropped to 273.7 from 283.3 in March and 331.6 in April, 1951, while that for field products rose to 217.1 from 213.3 in March and 199.2 a year ago.

Largest decreases from April last year occurred among textiles and animal products, the former dropping 22.1 per cent, and the latter 16.3 per cent. Group index for vegetable products fell 3.5 per cent; chemical products, 3.1 per cent; and wood products, 2.2 per cent. Iron products index rose 6.9 per cent; non-metallic minerals, 3.1 per cent; and non-ferrous metals, 0.06 per cent.

Sub-group indexes were as follows in April, those for April, 1951 being in parentheses; vegetable products, 214.0 (221.7); animal products, 248.4 (296.7); textile products, 253.9 (326.1); wood products, 287.1 (293.6); iron products, 218.7 (204.5); non-ferrous metals, 176.0 (175.9); non-metallic minerals, 174.3 (169.1); chemical products, 181.8 (187.6).

The general building materials index for April declined to 286.2 from 288.1 in March, and 293.9 a year ago, while that for residential building materials fell to 285.2 from 286.8 in March, and 287.6 in April, 1951.

Strikes and Lockouts

Canada, April, 1952*

Strike idleness increased sharply during the month, being double the April average for the previous ten years. Five stoppages in the textile industry in Quebec caused 80 per cent of the total time loss. Four small stoppages in the construction industry caused little time loss.

Disputes over increased wages and related issues caused 21 stoppages and 97 per cent of the total loss; six stoppages arose over dismissals or suspensions, five over causes affecting working conditions and three over union questions.

Preliminary figures for April, 1952, show 35 strikes and lockouts in existence, involving 12,055 workers, with a time loss of 178,605 man-working days, as compared with 26 strikes and lockouts in March,

1952, with 5,204 workers involved and a loss of 65,502 days. In April, 1951, there were 22 strikes and lockouts, involving 3,950 workers and a loss of 10,199 days.

For the first four months of 1952, preliminary figures show 64 strikes and lockouts, with 29,384 workers involved, and a time loss of 366,930 man-working days. In the same period in 1951, there were 74 strikes and lockouts, involving 19,261 workers, with a loss of 64,250 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in April, 1952, was 0.19 per cent of the estimated working time, as compared with 0.07 per cent in March, 1952; 0.01 per cent in April, 1951; 0.10 per cent for the first four months of 1952; and 0.02 per cent for the first four months of 1951.

*See Tables G-1 and G-2 at end of book.

Of the 35 strikes and lockouts in existence in April, 1952, four were settled in favour of the workers, five in favour of the employers; eight were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 14 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts

about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; and handbag factory workers at Montreal, P.Q., on August 30, 1951.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1952, and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in February, 1952, was 143; 14 were still in progress from the previous month, making a total of 157 during the month. In all stoppages of work in progress, 31,200 workers were involved and a time loss of 75,000 working days caused.

Of the 143 disputes leading to stoppages of work which began in February, 12, directly involving 3,700 workers, arose out of demands for advances in wages, and 55, directly involving 4,300 workers, on other wage questions; five, directly involving 700 workers, on questions as to working hours;

24, directly involving 6,500 workers, on questions respecting the employment of particular classes or persons; 46, directly involving 4,400 workers, on other questions respecting working arrangements; and one, directly involving 100 workers, on questions of trade union principle.

New Zealand

For the year 1951, there were 108 strikes, involving 36,751 workers, directly and indirectly, with a time loss of 1,157,263 man-days. Figures for the fourth quarter of 1951, show nine strikes, with 1,482 workers directly and indirectly involved and a time loss of 1,492 man-days.

United States

Preliminary figures for March, 1952, show 400 work stoppages resulting from labour-management disputes beginning in the month in which 240,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,400,000 man-days. Corresponding figures for February, 1952, are 350 work stoppages involving 185,000 workers and a time loss of 1,270,000 days.

Selected Publications Received Recently in Library of Department of Labour

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 48.

Business

1. **California Personnel Management Association. Research Division. *Business Problems in a Mobilization Economy*.** A stenographic brief of an address given before the California Personnel Management Association and the Personnel Section of the Western Management Association by L. R. Kessler. Berkeley, 1951. Pp. 9.

2. **U.S. Congress. Senate. Committee On Small Business.** *Small-Business Problems in the Mobilization Program.* Hearings before the Select Committee on Small Business, United States Senate, Eighty-second Congress, first session, on impact of mobilization program on small manufacturers and fabricators. Detroit, Mich., July 14 and 16, 1951. Washington, G.P.O., 1951. Pp. 220.

Civil Service

3. **U.S. Civil Service Commission.** *Selecting Supervisors.* Washington, G.P.O., 1951. Pp. 30.

4. **U.S. Laws, Statutes, Etc.** *Civil Service Preference, Retirement, and Salary Classification Laws.* 1950 ed. Washington, G.P.O., 1951. 1 Volume.

Collective Bargaining

5. **American Management Association.** *What's ahead in Collective Bargaining? Working under Wage and Salary Stabilization.* New York, 1951. Pp. 51.

6. **Backman, Jules.** *Multi-Employer Bargaining.* New York, Graduate Division of Public Service, New York University, 1951. Pp. 69.

7. **Cox, Archibald.** *The Duty to bargain Collectively during the Term of an Existing Agreement,* by Archibald Cox and John T. Dunlop. Cambridge Harvard Law Review Association, c1950. Pp. 1097-1133.

8. **U.S. Bureau of Labor Statistics.** *Collective Bargaining in the Aircraft Industry.* Washington, G.P.O., 1952. Pp. 58.

Disabled—Rehabilitation, Etc.

9. **Melcher, Robert D.** *Employing the Seriously Impaired.* Edited by Irving Bernstein, illus. by Bernard Seamen. Los Angeles, Institute of Industrial Relations, University of California, 1951. Pp. 33.

10. **U.S. President's Committee on National Employ The Physically Handicapped Week.** *Employing the Physically Handicapped; a Bibliography.* A compilation of employment and rehabilitation material for use of students, writers, educators, and leaders of industry, business, and labor. Washington, G.P.O., 1952. Pp. 72.

Economic Conditions

11. **Canada. Department of Trade and Commerce.** *Private and Public Investment in Canada; Outlook 1952.* Ottawa, Queen's Printer, 1952. Pp. 44.

12. **Conference on Research in Income and Wealth.** *Studies in Income and Wealth,* Volume 13. New York, National Bureau of Economic Research, 1951. Pp. 587.

13. **U.S. Office of Defense Mobilization.** *Fifth Quarterly Report to the President. Strength for the Long Run, April 1, 1952.* Washington, G.P.O., 1952. Pp. 48.

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14. **U.S. Congress. House. Committee on the Judiciary.** *The Mobilization Program; Report of the Subcommittee on Study of Monopoly Power of the Committee on the Judiciary* pursuant to H. Res. 95, 82nd Cong., 1st sess. . . . Washington, G.P.O., 1951. Pp. 104.

15. **U.S. Congress. Joint Committee on the Economic Report.** *Monetary Policy and the Management of the Public Debt: Their Role in achieving Price Stability and High-Level Employment.* Replies to questions and other material for the use of the Subcommittee on General Credit Control and Debt Management. Washington, G.P.O., 1952. 2 Volumes. (Pp. 1,302.)

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16. **American Management Association.** *New Perspectives on the Administrator's Job.* New York, 1951. Pp. 35.

17. **Dartnell Corporation, Chicago.** *Installing and Maintaining an Employee Suggestion Program.* Chicago, 1950. 1 Volume.

18. **International Labour Office.** *Holidays with Pay in Agriculture.* Fourth item on the agenda. Geneva, 1951-1952. 2 Volumes.

19. **Metropolitan Life Insurance Company, New York. Policyholders Service Bureau.** *Control of Absence,* prepared by Policyholders Service Bureau, Group Insurance Division. New York, 1951. Pp. 32.

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20. **Goldner, William.** *Strikes.* Edited by Irving Bernstein. Berkeley, Institute of Industrial Relations, University of California, 1951. Pp. 50.

21. **Seafarers International Union of North America.** *Strikes and Strike Strategy.* New York, 1952. Pp. 36.

Industrial Health

22. **British Columbia. Workmen's Compensation Board Inquiry Commission.** *Report of the Commissioner, the Hon. Gordon McG. Sloan, Chief Justice of British Columbia, relating to the Workmen's Compensation Act and Board, 1952.* Victoria, Queen's Printer, 1952. Pp. 443.

23. **International Labour Office.** *Protection of the Health of Workers in Places of Employment.* Eighth item on the agenda. Geneva, 1951-1952. 2 Volumes.

24. **International Labour Office.** *Welfare Services in the Iron and Steel Industry.* Third item on the agenda. Geneva, 1952. Pp. 80.

Labour and Labouring Classes

25. **American Federation of Labor.** *Labor and Education in 1951.* Reports of the Executive Council and the Annual Convention of the American Federation of Labor on Education in 1951. Washington, 1952. Pp. 40.

26. **International Labour Office.** *Social Security; Achievements and Future Policy.* Second item on the agenda. Geneva, 1952. Pp. 108.

27. **Moore, Wilbert Ellis.** *Industrial Relations and the Social Order.* Rev. ed. New York, Macmillan, 1951. Pp. 660.

28. **Rhode Island. Department of Labour.** *Annual Report, 1951.* Providence, 1952. Pp. 102.

29. **United Steelworkers of America.** *Facts about the Union Shop.* Pittsburgh, 1952. Pp. 8.

30. **Weil, Simone.** *La Condition Ouvriere.* Paris, Gallimard, 1951. Pp. 273.

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31. **Goldner, William.** *Trade Union Structure and Private Pension Plans.* Berkeley, 1952. Pp. 62-72.

32. **Illinois, University. Bureau of Economic and Business Research.** *The Progressive Mine Workers of America: a Study in Rival Unionism,* by Harriet D. Hudson. Urbana, University of Illinois, 1952. Pp. 152.

33. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Communist Domination of Certain Unions.* Report of the Subcommittee on Labor and Labor-Management Relations of the Committee on Labor and Public Welfare, United States Senate, Eighty-second Congress, first session, . . . Washington, G.P.O., 1951. Pp. 133.

34. *What the TUC is doing; an Informal Account of the Activities of the General Council of the Trades Union Congress.* Spring, 1952. London, Trades Union Congress, 1952. Pp. 46.

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35. **Great Britain. Local Government Manpower Committee.** *Report.* 1st-2d. 1949-1951. London, H.M.S.O., 2 Volumes.

36. **U.S. Bureau of Labor Statistics.** *The Effects of the Defence Program on Employment in the Automobile Industry.* Washington, 1952. Pp. 13.

37. **U.S. Defense Manpower Administration.** *Report of Two Meetings on Manpower Problems in the Engineering Field held in Washington, May 25 and October 22, 1951.* Washington, U.S. Dept. of Labor, 1951. 3 Pamphlets.

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38. **Hanman, Bert.** *Physical Capacities and Job Placement; a Critical Study of the Theory and Practice of Job Placement in Nine European Countries and the United States, with Special Reference to the Placement of Disabled Persons, and containing a Manual of Operations.* 1st ed. Stockholm, Nordisk Rotogravyr, c1951. Pp. 167.

39. **International Labour Office.** *Vocational Training and Promotion in the Iron and Steel Industry.* Second item on the agenda. Geneva, 1952. Pp. 94.

40. **U.S. Employment Service.** *Job Descriptions and Organizational Analysis for Hospitals and Related Health Services.* Prepared in co-operation with the American Hospital Association by U.S. Dept. of Labor, Bureau of Employment Security and U.S. Employment Service, Occupational Analysis Branch. Washington, G.P.O., 1952. Pp. 532.

Wages and Hours

41. **U.S. Bureau of Labor Statistics.** *Union Wages and Hours: the Baking Industry, July 1, 1951.* Washington, G.P.O., 1952. Pp. 39.

42. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Wage Stabilization Program.* Hearings before Subcommittee on Labor and Labor-Management Relations of the Committee on Labor and Public Welfare, Eighty-second Congress, first session, on wage stabilization and disputes program . . . Washington, G.P.O., 1951. Pp. 225.

43. *Wage and Salary Stabilization Handbook: Forms, Orders, Regulations, Administrative Interpretations, Directories of Personnel and Offices in effect March 1, 1952.* Washington, Bureau of National Affairs, 1952. Pp. 294.

Woman—Employment

44. **New York (State) Department of Labor. Division of Research and Statistics.** *Cost of Living for Women Workers, New York State, September, 1951.* New York, 1952. Pp. 42.

45. **U.S. Women's Bureau.** *The Outlook for Women in Social Case Work.* Washington, G.P.O., 1950-1952. 8 Volumes.

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46. **Armstrong (George S.) and Co., Inc.** *The Pulp, Paper and Board Industry.* New York, 1951. Pp. 82.

47. **Canada. Department of Justice. Committee to Study Combines Legislation.** *Report to the Minister of Justice.* Ottawa, 1952. Pp. 147.

48. **International Labour Office.** *General report*, prepared for the Iron and Steel Committee. First item on the agenda. Geneva, 1952. Pp. 106.

49. **Ireland. Department of Industry and Commerce.** *Factory and Workshop Acts, 1901-1920. Report for 1950.* Dublin, Stationery Office, 1951. Pp. 12.

50. **National Conference on Employees Recreation.** **1st, Ottawa, 1952.** *Proceedings, First National Conference on Employees Recreation, convened by the National Council on Physical Fitness in the Railway Committee Room, House of Commons, January 7-8, 1952, Ottawa, Canada.* Ottawa, Physical Fitness Division, Department of National Health and Welfare. 1952. 1 Pamphlet.

51. **Richardson (James) & Sons, Winnipeg.** *Western Canadian Oils.* 1952 edition. Winnipeg, 1952. Pp. 104.

52. **U.S. Congress. Senate. Committee on Armed Services.** *National Security Training Corps Act.* Hearings before the Committee on Armed Services. United States Senate, Eighty-second Congress, second session on S 2441, a bill to provide for the administration and discipline of the National Security Training Corps, and for other purposes. Washington, G.P.O., 1952. Pp. 582.

53. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *State Court Injunctions.* Report of the Subcommittee on Labor-Management Relations of the Committee on Labor and Public Welfare, United States Senate, pursuant to S. Res. 140, 81st Cong., a resolution to investigate the field of labor-management relations. The use of State court injunctions in labor-management disputes. Washington, G.P.O., 1951. Pp. 118.

U.S. Court Rules Featherbedding Illegal

An employer in the United States need no longer pay for the services of extra and unnecessary labour—"featherbedding"—as the result of a decision of the Court of Appeals at Cincinnati, Ohio.

In the case in question, the employer refused to hire a local orchestra for his theatre when he employed out-of-town musicians, on the grounds that the Taft-Hartley Act prohibited labour organizations from causing or attempting "to cause an employer to pay or deliver any money or other things of value, in the nature of an exaction, for services which are not performed and not to be performed."

The National Labour Relations Board had ruled that the pertinent section of the Act had not been violated since the

local orchestra had been willing to perform. It stated that the prohibition was limited to cases in which the object of the union was to secure compensation for persons who perform no work at all.

Rejecting the Board's decision, the Court of Appeals ruled that "to force the theatre to pay for services not needed and of detriment to it was clearly an exaction..." It added: "We are unable to ascribe to Congress a purpose to condemn certain practices in labour relations and at the same time to use a form of expression that permits escape from its condemnation."

If the Court's ruling prevails, unions will not be able to rely upon the argument that their members are available and willing to work.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1952		1951	1950	1944	1939
	April	March	March	March	March	March
Total Population*.....000			14,009	13,845	11,975	11,267
Labour Force—						
Civilian labour force (1).....000			5,210	†	†	†
Persons with jobs.....000			5,110	†	†	†
Male.....000			4,005	†	†	†
Female.....000			1,105	†	†	†
Paid workers.....000			3,800	†	†	†
Without jobs and seeking work.....000			100	†	†	†
Index of employment (1939=100).....		177.9	172.3	157.9	†	†
Immigration.....No.			11,858	5,801	614	1,177
Adult males.....No.			5,555	2,284	132	328
Earnings and Hours—						
Total labour income.....\$000,000			745	640	†	†
Per capita weekly earnings.....\$		53.91	48.19	44.61	†	†
Average hourly earnings, manufacturing.....c		127.8	111.4	101.4	†	†
Average hours worked per week, manufacturing.....		41.7	42.3	42.5	†	†
Real weekly earnings, manufacturing (2).....		116.6	108.5	109.0	†	†
National Employment Service—						
Live Applications for employment (1st of month) (3).....000	384.9	370.9	296.7	376.0	70.8	†
Unfilled vacancies (1st of month) (3).....000	29.5	25.3	37.7	21.0	134.8	†
Placements, weekly average.....000		14.0	13.3	10.6	†	†
Unemployment Insurance—						
Ordinary live claims (1st of month).....000	320.3	316.4	243.8	286.2	16.1	†
Balance in fund.....\$000,000		778.2	664.6	582.6	190.3	†
Price Indexes—						
General wholesale (4).....	226.9	230.8	241.9	201.5	130.6 (5)	92.2 (5)
Cost-of-living index (4).....	188.7	179.7	163.7	119.0	119.0	100.6
Residential building materials (4).....		286.8	282.6	227.0	146.6 (5)	102.3 (5)
Production—						
Industrial production index (4).....		211.2	217.1	191.8	207.1	103.9
Mineral production index (4).....			156.5	144.7	114.2	111.5
Manufacturing index (4).....			217.7	200.9	229.0	102.6
Pig iron.....000 tons		240.8	220.6	179.4	168.1	40.7
Steel ingots and castings.....000 tons		339.4	314.8	294.3	275.5	95.7
Inspected slaughtering, cattle.....000	81.5	68.4	78.4	102.5	101.7	66.9
hogs.....000	571.7	446.3	364.2	447.9	932.3	299.7
Flour production.....000,000 bbls		1.93	2.21	1.85	2.27	1.19
Newsprint (5).....000 tons		476.5	473.0	451.6	252.1	220.6
Cement producers' shipments.....000,000 bbls		1.50	1.38	1.23	0.27 (5)	0.21 (5)
Automobiles and trucks.....000		33.6	47.8	30.1	14.6	17.6
Gold.....000 fine oz		364.7	372.4	382.6	267.5	413.5
Copper.....000 tons		22.5	24.3	22.3	24.1	25.6
Lead.....000 tons		15.4	12.6	13.0	12.1	16.2
Nickel.....000 tons		12.3	11.6	9.3	12.6	9.0
Zinc.....000 tons		28.8	26.0	25.1	24.0	13.3
Coal.....000 tons	1,285	1,435	1,402	1,897	1,549	1,178
Crude petroleum.....000,000 bbls			2.49	2.44	.87	.39
Electric power.....000,000 k.w.h.		5,218	4,912	4,186	3,515	2,367
Construction—						
Contracts awarded.....\$000,000	102.8	102.3	176.5	75.1	31.0	9.0
Dwelling units started.....000			4.1	4.2	†	†
completed.....000			5.9	6.6	†	†
under construction.....000			51.1	52.9	†	†
Distribution—						
Wholesale sales index, unadjusted (4).....		333.7	338.9	†	†	†
Retail trade.....\$000,000		856.9	851.6	708.2	†	†
Imports, excluding gold.....\$000,000	325.2	327.5	342.5	237.4	150.8	58.4
Exports, excluding gold.....\$000,000	346.8	353.8	290.2	228.2	282.7	69.3
Railways—						
Revenue freight, ton miles.....000,000			5,122	4,973	5,534	2,318
cars loaded.....000		331.1	336.2	329.8	313.0	191.0
Banking and Finance—						
Common stocks, index (4).....	175.8	177.6	162.9	118.7	81.5	94.5
Preferred stocks, index (4).....		159.5	166.0	153.7	119.2	101.2
Bond yields, Dominion, index (4).....	115.4	115.1	104.6	90.2	97.3	95.4
Cheques cashed, individual accounts.....\$000,000		9,429	8,830	7,730	4,773	2,428
Bank loans, current public.....\$000,000		2,797	2,856	2,218	931	801
Money supply.....\$000,000		4,801	4,669	4,446	3,153 (5)	1,370 (5)
Circulating media in hands of public.....\$000,000		1,270	1,212	1,181	892	281 (5)
Deposits.....\$000,000		3,531	3,457	3,265	2,163 (5)	1,089 (5)

NOTE—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

* Population figures given are as at June 1, 1951, 1950, 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force Survey figures given are as at Nov. 3, 1951. Estimates are based on the 1951 Census. Previous estimates were based on the 1941 census. Estimates for previous surveys are omitted since they are not comparable with current data. Detailed figures will be found in tables A4-A7 of the February issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

Source: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
Total, 1951.....	95,818	53,239	45,334	194,391
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,044	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,433	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA
BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951									
January*	643	966	707	210	124	140	194	254	3,238
February	1,341	1,197	1,073	198	178	157	370	269	4,783
March	2,072	1,351	1,690	363	245	247	415	343	6,726
April	2,293	2,125	1,855	440	299	260	537	361	8,170
May	3,611	2,339	2,792	540	404	322	678	504	11,190
June	3,534	2,539	3,192	511	359	274	521	552	11,482
July	2,556	3,279	3,412	523	334	287	499	528	11,418
August	2,333	3,039	3,050	436	465	245	379	487	10,434
September	1,461	2,395	2,605	417	415	222	381	431	8,327
October	2,317	3,977	4,728	569	444	274	805	545	13,659
November	2,019	3,878	5,209	632	424	311	748	515	13,736
December	1,710	3,922	3,369	478	310	217	1,004	613	11,623

* Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1938—Average	21	59	9	56	58	5	208
1939—Average	23	62	8	58	59	5	215
1940—Average	26	78	11	63	60	6	244
1941—Average	29	106	16	73	66	8	298
1942—Average	30	142	18	80	71	10	353
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
1949—April	40	210	40	161	141	21	613
May	45	206	43	165	144	21	624
June	49	212	49	170	149	21	650
July	50	211	53	170	148	21	653
August	52	214	54	171	148	22	661
September	49	217	54	173	149	22	664
October	49	216	53	174	149	22	663
November	48	216	51	176	152	22	665
December	46	213	46	167	151	22	645
*1950—February	45	215	39	166	148	21	634
*1951—January	59	252	47	187	160	25	730
February	59	254	46	188	162	24	733
March	55	260	46	191	168	25	745
April	55	266	53	196	166	27	763
May	61	269	59	202	174	27	792
June	67	276	64	208	179	27	821
July	66	276	68	209	178	30	827
August	68	279	71	211	176	28	833
September	70	284	74	214	178	28	848
October	74	283	73	216	180	29	855
November	76	283	71	219	179	29	857
December	73	268	55	225	188	28	837
*1952—January	71	281	59	212	181	29	833
February	74	287	59	212	186	28	846

* Includes Newfoundland.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,314,675.

	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Mar. 1, 1949.....	159.6	142.9	134.4	162.3	150.2	170.5	158.0	127.3	168.3	161.8
Mar. 1, 1950.....	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.6	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951.....	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.0	197.4
Aug. 1, 1951.....	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951.....	185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951.....	186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951.....	186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951.....	186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952.....	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952.....	177.9	160.6	146.1	185.2	169.4	187.5	167.7	141.4	201.9	183.7
Percentage Distribution of Employees of Reporting Establishments at March 1, 1952....	100.0	0.2	3.6	2.8	29.6	42.9	5.1	2.2	4.6	9.0

NOTE: The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)
SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1939—Average.....	100-0	100-0	100-0	23-44	100-0	100-0	100-0	22-79
1947—Average.....	158-3	245-2	154-4	36-19	171-0	272-7	159-5	36-34
1948—Average.....	165-0	282-9	170-9	40-06	176-0	314-1	178-5	40-67
1949—Average.....	165-5	303-7	183-3	42-96	175-9	339-2	192-9	43-97
1950—Average.....	168-0	321-8	191-3	44-84	177-5	360-2	202-8	46-21
1951—Average.....	180-2	381-3	211-6	49-61	190-0	427-6	224-9	51-25
Mar. 1, 1949.....	159-6	294-3	184-1	43-15	174-2	337-2	193-6	44-13
Mar. 1, 1950.....	157-9	300-5	190-3	44-61	171-5	342-8	199-9	45-55
Jan. 1, 1951.....	175-3	338-2	193-1	45-27	182-4	373-1	204-5	46-60
Feb. 1, 1951.....	172-3	351-5	204-2	47-87	184-5	402-1	217-8	49-64
Mar. 1, 1951.....	172-3	353-8	205-6	48-19	186-3	405-3	217-5	49-56
Apr. 1, 1951.....	173-3	357-8	206-6	48-43	188-8	414-6	219-5	50-03
May 1, 1951.....	175-6	367-9	209-8	49-17	189-9	423-7	223-1	50-84
June 1, 1951.....	180-3	379-0	210-5	49-34	192-0	429-0	223-3	50-90
July 1, 1951.....	183-6	392-5	214-0	50-17	193-9	440-0	226-9	51-70
Aug. 1, 1951.....	184-3	394-0	214-0	50-16	194-0	440-1	226-8	51-68
Sept. 1, 1951.....	185-4	400-2	216-1	50-66	194-1	446-1	229-8	52-37
Oct. 1, 1951.....	186-5	410-0	220-1	51-59	194-2	454-4	233-9	53-31
Nov. 1, 1951.....	186-4	413-4	222-1	52-05	190-8	451-4	236-5	53-89
Dec. 1, 1951.....	186-6	416-7	223-6	52-41	189-1	451-8	238-9	54-44
Jan. 1, 1952.....	181-0	388-8	215-1	50-42	183-6	417-8	227-4	51-82
Feb. 1, 1952.....	177-8	402-9	226-9	53-19	185-2	449-9	242-9	55-36
Mar. 1, 1952.....	177-9	408-4	230-0	53-91	187-0	457-6	244-6	55-74

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling, quarrying and oil wells), (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Areas and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Mar. 1 1952	Feb. 1 1952	Mar. 1 1951	Mar. 1 1952	Feb. 1 1952	Mar. 1 1951	Mar. 1 1952	Feb. 1 1952	Mar. 1 1951
(a) PROVINCES							\$	\$	\$
Prince Edward Island.....	160.6	183.4	160.1	322.4	336.5	298.2	39.95	36.51	37.06
Nova Scotia.....	146.1	150.9	135.7	308.6	313.2	265.9	45.27	44.47	42.02
New Brunswick.....	185.2	186.3	179.0	426.6	415.4	371.3	46.75	45.23	41.94
Quebec.....	169.4	169.0	161.0	411.8	406.1	349.6	51.76	51.14	46.21
Ontario.....	187.5	187.6	185.7	428.8	425.4	378.6	56.07	55.59	49.92
Manitoba.....	167.7	169.1	164.3	336.4	333.4	302.6	51.58	50.68	47.41
Saskatchewan.....	141.4	142.4	133.3	293.9	291.7	250.8	50.38	49.68	45.60
Alberta.....	201.9	201.7	186.7	432.5	424.3	362.3	54.50	53.52	49.37
British Columbia.....	183.7	179.9	176.9	413.4	395.3	347.6	58.51	57.12	51.10
CANADA.....	177.9	177.8	172.3	408.4	402.9	353.8	53.91	53.19	48.19
(b) METROPOLITAN AREAS									
Sydney.....	110.9	111.2	.....	260.5	260.9	.....	52.50	52.44	.....
Halifax.....	217.0	219.1	192.6	410.8	405.8	316.6	44.36	43.40	38.50
Saint John.....	202.2	204.2	183.0	392.6	392.0	343.3	41.62	41.15	40.24
Quebec.....	146.2	145.2	142.7	337.2	327.2	299.9	42.99	41.98	39.13
Sherbrooke.....	171.9	167.1	168.0	402.2	383.5	360.4	45.40	44.55	41.63
Three Rivers.....	163.4	163.4	163.4	406.3	421.3	372.7	49.73	51.58	46.07
Drummondville.....	187.6	190.4	.....	501.3	496.5	.....	51.16	49.95	.....
Montreal.....	174.0	173.2	168.2	392.1	387.2	343.1	51.52	51.10	46.60
Ottawa—Hull.....	185.6	186.3	181.7	390.2	384.5	338.3	48.70	47.82	43.13
Peterborough.....	198.3	198.8	199.5	545.2	541.8	460.7	58.08	57.57	48.61
Oshawa.....	242.0	240.4	264.3	630.4	648.7	634.1	61.60	63.80	56.76
Niagara Falls.....	257.0	259.9	206.2	678.9	669.6	467.8	63.67	62.09	53.83
St. Catharines.....	236.1	235.5	226.9	624.0	617.9	528.4	64.85	64.37	57.43
Toronto.....	193.1	192.4	191.1	428.1	423.2	376.9	55.99	55.56	49.48
Hamilton.....	198.5	197.0	196.7	473.3	471.7	420.8	57.72	57.97	51.84
Brantford.....	209.5	206.8	212.1	572.1	563.7	486.1	56.71	56.60	47.63
Galt.....	151.3	149.3	156.0	372.4	363.0	339.3	50.52	49.88	44.96
Kitchener.....	167.0	166.7	183.6	400.3	397.8	397.0	50.92	50.69	45.88
Sudbury.....	178.9	180.2	156.3	395.7	394.2	315.2	66.44	65.86	60.77
London.....	182.4	183.6	191.0	395.7	389.8	370.8	51.23	50.25	45.97
Sarnia.....	286.2	291.5	269.9	671.0	680.6	499.8	64.99	64.71	59.62
Windsor.....	216.3	208.3	237.9	493.0	470.7	530.9	62.68	63.00	62.25
Sault Ste. Marie.....	220.6	221.7	202.0	546.0	549.7	408.2	65.79	65.91	53.75
Ft. William—Pt. Arthur.....	225.6	224.5	181.6	509.4	507.5	360.3	57.40	57.48	50.50
Winnipeg.....	167.2	169.1	166.8	333.6	333.5	302.8	48.64	48.09	44.17
Regina.....	157.6	158.7	154.4	330.3	329.3	286.7	47.46	47.00	41.95
Saskatoon.....	182.9	181.6	177.3	379.1	373.7	327.4	46.00	45.67	40.99
Edmonton.....	244.6	241.9	233.4	521.3	507.7	446.1	50.12	49.36	44.94
Calgary.....	212.3	212.0	183.3	430.1	418.4	350.0	52.40	51.05	46.72
Vancouver.....	195.4	193.4	197.2	426.6	419.3	378.8	54.74	54.34	48.31
Victoria.....	221.6	223.0	205.5	499.9	494.7	411.8	54.07	53.16	48.08
(c) INDUSTRIES									
Forestry (chiefly logging).....	266.6	275.9	244.1	878.1	842.6	633.7	57.01	52.87	44.94
Mining.....	121.9	121.6	114.7	270.6	267.8	235.2	64.04	63.55	58.85
Manufacturing.....	187.0	185.2	186.3	457.6	449.9	405.3	55.74	55.36	49.65
Durable Goods ¹	238.3	234.7	229.9	587.5	576.1	501.3	59.89	59.62	52.94
Non-Durable Goods.....	153.9	153.2	157.9	364.1	359.2	335.6	51.59	51.14	46.35
Construction.....	153.6	157.2	139.7	456.0	454.8	353.8	55.78	54.37	47.56
Transportation, storage and com- munication.....	177.2	177.8	165.7	349.1	344.6	303.8	56.38	55.45	52.53
Public utility operation.....	186.1	185.5	178.3	388.2	383.9	331.1	61.52	61.05	54.85
Trade.....	169.4	170.4	168.1	355.8	355.9	319.5	45.90	45.61	41.58
Finance.....	178.7	178.4	161.7	294.9	292.9	252.1	47.98	47.75	45.28
Service².....	177.7	177.3	172.5	361.3	354.5	330.8	33.98	33.41	31.45
Industrial composite.....	177.9	177.8	172.3	408.4	402.9	353.8	53.91	53.19	48.19

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Mar. 1, 1945.....	45·8	46·5	45·0	70·1	77·8	60·3
Mar. 1, 1946.....	44·0	44·2	43·9	67·9	74·5	61·5
Mar. 1, 1947.....	43·4	43·6	43·2	77·1	84·2	69·9
Mar. 1, 1948.....	43·2	43·4	43·0	88·0	95·0	80·8
Mar. 1, 1949.....	43·0	43·2	42·7	97·6	105·3	89·6
Mar. 1, 1950.....	42·5	42·6	42·5	101·4	109·8	93·1
*Jan. 1, 1951.....	40·1	40·2	39·9	109·0	117·1	100·5
Feb. 1, 1951.....	42·9	43·1	42·6	110·4	119·0	101·2
Mar. 1, 1951.....	42·3	42·5	42·2	111·4	119·9	102·3
*Apr. 1, 1951.....	42·2	42·3	42·1	112·8	121·6	103·4
May 1, 1951.....	42·5	42·6	42·5	114·1	122·9	104·6
June 1, 1951.....	41·9	42·1	41·6	115·9	123·8	107·2
July 1, 1951.....	41·7	42·0	41·4	118·4	127·0	109·1
Aug. 1, 1951.....	41·4	41·4	41·3	119·1	128·2	109·4
Sept. 1, 1951.....	41·5	41·7	41·4	120·6	130·0	110·6
Oct. 1, 1951.....	41·9	42·0	41·8	121·9	132·1	111·2
Nov. 1, 1951.....	41·8	42·1	41·5	123·5	133·3	113·0
Dec. 1, 1951.....	41·9	42·2	41·6	124·5	134·6	113·5
*Jan. 1, 1952.....	38·1	38·3	37·9	127·1	136·4	116·8
Feb. 1, 1952.....	41·6	41·9	41·2	127·1	137·5	115·7
Mar. 1, 1952.....	41·7	41·8	41·5	127·8	138·4	116·0

* These averages were affected by loss of working time at the year-end holiday in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1952	Feb. 1, 1952	Mar. 1, 1951	Mar. 1, 1952	Feb. 1, 1952	Mar. 1, 1951
Newfoundland.....	43·1	42·0	45·2	126·2	126·4	102·3
Nova Scotia.....	41·5	41·2	41·5	114·7	113·8	97·4
New Brunswick.....	42·4	44·0	44·8	113·8	112·6	98·6
Quebec.....	43·5	43·1	44·4	113·7	113·7	99·1
Ontario.....	41·0	41·1	41·5	135·7	134·6	118·7
Manitoba.....	41·2	40·7	42·7	121·2	120·2	106·1
Saskatchewan.....	40·8	40·3	40·5	127·7	126·5	113·0
Alberta.....	40·8	40·0	41·5	127·5	127·5	111·6
British Columbia.....	38·0	37·9	38·4	158·0	156·9	133·0
Montreal.....	42·5	42·0	43·0	118·4	118·3	104·1
Toronto.....	40·5	40·4	40·2	134·7	133·1	116·9
Hamilton.....	39·4	39·8	39·9	147·2	146·8	131·0
Windsor.....	39·7	41·1	43·8	157·1	153·1	145·4
Winnipeg.....	40·7	40·3	42·3	119·9	118·6	105·4
Vancouver.....	36·7	37·3	37·6	154·5	153·0	129·8

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1952	Feb. 1 1952	Mar. 1 1951	Mar. 1 1952	Feb. 1 1952	Mar. 1 1951	Mar. 1 1952	Feb. 1 1952	Mar. 1 1951
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	42-6	43-0	43-7	143-5	141-4	130-1	61.13	60.80	56.85
Metal mining	44-8	44-5	44-9	144-6	143-2	130-0	64.78	63.72	58.37
Gold	46-5	46-5	46-0	128-9	127-0	118-3	59.94	59.06	54.42
Other metal	43-6	43-1	44-0	156-1	155-3	139-9	68.06	66.93	61.56
Fuels	38-2	39-3	40-7	146-6	144-8	136-8	56.00	56.91	55.68
Coal	36-3	37-9	39-5	142-3	140-8	135-5	51.65	53.36	53.52
Oil and natural gas	46-8	45-4	46-2	161-8	159-6	142-3	75.72	72.46	65.74
Non-metal	43-5	43-3	45-9	131-9	125-8	114-8	57.38	56.99	52.69
Manufacturing	41-7	41-6	42-3	127-8	127-1	111-4	53.29	52.87	47.12
Food and beverages	41-7	41-4	42-0	109-4	108-3	96-6	45.62	44.84	40.57
Meat products	40-7	40-6	40-5	137-3	136-2	120-7	55.88	55.30	48.88
Canned and prepared fruits and vegetables	39-5	39-9	39-2	93-8	91-3	83-7	37.05	36.43	32.81
Grain mill products	42-9	43-4	45-7	117-8	117-6	104-9	50.54	51.04	47.94
Bread and other bakery products	44-5	44-2	43-2	96-8	96-7	87-1	43.08	42.74	37.63
Distilled and malt liquors	41-4	40-9	42-1	135-1	133-8	113-7	55.93	54.72	47-87
Tobacco and tobacco products	40-8	41-7	42-7	112-4	112-3	93-7	45.86	46.83	40.01
Rubber products	41-0	40-8	42-7	135-0	133-8	120-9	55.35	54.59	51.62
Leather products	41-1	40-1	41-4	89-4	89-8	82-9	36.74	36.01	34.32
Boots and shoes (except rubber)	41-4	40-2	41-1	86-0	86-5	80-3	35.80	34.77	35.00
Textile products (except clothing)	40-9	40-4	43-0	101-9	101-8	94-0	41.68	41.13	40.42
Cotton yarn and broad woven goods	37-2	36-3	42-2	100-1	101-4	99-4	37.24	36.81	31.95
Woolen goods	43-5	43-6	43-4	99-9	98-1	88-6	43.46	42.77	38.45
Rayon, nylon and silk textiles	45-1	44-7	44-8	105-7	105-7	93-3	47.67	47.25	41.80
Clothing (textile and fur)	38-7	37-6	39-0	91-2	90-6	84-2	35.29	34.07	32.84
Men's clothing	38-3	36-7	39-2	88-4	87-6	82-8	33.86	32.15	32.46
Women's clothing	37-5	36-7	37-4	95-7	95-9	89-6	35.89	35.20	33.51
Knit goods	39-2	38-7	40-2	93-1	92-2	81-5	36.50	35.68	32.76
Wood products	41-4	41-0	41-9	115-7	114-6	101-1	47.90	46.99	42.36
Saw and planing mills	40-4	39-9	41-1	126-2	124-9	108-5	50.98	49.84	44.59
Furniture	42-4	42-2	42-9	102-2	102-3	93-4	43.33	43.17	40.07
Other wood products	43-9	43-7	43-9	97-2	96-1	83-5	42.67	42.00	36.66
Paper products	45-6	45-9	46-7	140-9	140-4	120-5	64.25	64.44	56-27
Pulp and paper mills	47-0	47-3	48-4	149-7	149-4	128-2	70.36	70.67	62.05
Other paper products	41-5	41-6	42-3	110-4	109-9	96-9	45.82	45.72	40.99
Printing, publishing and allied industries	39-2	39-5	39-7	143-0	139-5	129-5	56.06	55.10	51.41
Iron and steel products	42-1	42-3	42-0	143-3	142-5	123-6	60.33	60.28	51.91
Agricultural implements	40-4	40-0	37-7	161-1	159-5	133-0	65.08	63.80	50.14
Fabricated and structural steel	43-7	43-9	42-6	146-4	145-8	126-8	63.98	64.01	54.02
Hardware and tools	42-8	42-8	42-5	128-8	127-8	109-3	55.13	54.70	46.45
Heating and cooking appliances	40-7	40-4	42-3	123-0	122-1	111-6	50.06	49.33	47.21
Iron castings	42-1	42-4	43-6	139-5	138-0	125-2	58.73	58.51	54.59
Machinery manufacturing	43-9	43-8	43-3	135-1	134-4	116-9	59.31	58.87	50.62
Primary iron and steel	41-5	42-1	41-7	156-4	156-7	134-9	64.91	65.97	56.25
Sheet metal products	40-8	40-8	41-4	132-8	132-2	116-5	54.18	53.94	48.23
Transportation equipment	41-6	41-6	43-3	144-8	143-1	129-0	60.24	59.53	55.86
Aircraft and parts	45-0	43-7	44-5	146-0	143-4	119-1	65.70	62.67	55.01
Motor vehicles	40-9	42-1	43-6	158-7	155-5	149-1	64.91	65.47	65.01
Motor vehicle parts and accessories	40-3	41-3	42-4	149-2	148-5	131-7	60.13	61.33	55.84
Railroad and rolling stock equipment	40-3	40-1	43-6	139-7	139-2	119-5	56.30	55.82	52.10
Shipbuilding and repairing	43-2	42-5	42-1	135-8	133-7	116-9	58.67	56.82	49.21
Non-ferrous metal products	41-7	41-8	43-1	143-3	143-4	119-9	59.76	59.94	51.68
Aluminum products	43-6	43-9	42-4	131-3	131-6	109-6	57.25	57.77	46.47
Brass and copper products	42-3	42-6	43-5	132-0	131-8	117-2	55.84	56.15	50.98
Smelting and refining	41-2	41-1	43-9	157-0	157-5	129-9	64.68	64.73	57.03
Electrical apparatus and supplies	40-9	41-3	41-3	138-2	138-2	120-9	56.62	57.08	49.93
Heavy electrical machinery and equipment	40-7	41-5	40-9	155-3	155-3	138-2	63.21	64.45	56.52
Non-metallic mineral products	43-9	44-4	44-8	126-7	126-0	109-5	55.62	55.94	49.06
Clay products	44-4	44-5	44-8	119-6	119-0	103-2	53-10	52-96	46.23
Glass and glass products	44-4	46-1	45-2	121-5	121-8	106-8	53.95	56.15	48.27
Products of petroleum and coal	40-8	40-9	40-1	163-5	162-9	142-0	66.71	66.63	56.94
Chemical products	42-2	42-2	42-7	130-5	130-0	113-1	55.07	54.86	48.29
Medicinal and pharmaceutical preparations	42-2	41-4	41-3	104-6	104-8	92-6	44.14	43.39	38.24
Acids, alkalis and salts	42-2	42-7	44-9	152-1	151-2	127-3	64.19	64.56	57.16
Miscellaneous manufacturing industries	41-5	41-2	41-4	103-0	103-1	93-4	42.75	42.48	38.67
Durable goods	41-8	41-9	42-5	138-4	137-5	119-9	57.85	57.61	50.96
Non-durable goods	41-5	41-2	42-2	116-0	115-7	102-3	48.14	47.67	43.17
Construction	42-7	41-6	40-6	129-7	129-0	114-1	55.38	53.66	46.32
Buildings and structures	41-6	40-8	39-4	139-4	138-8	122-1	57.99	56.63	48.11
Highways, bridges and street construction	45-2	43-5	44-2	102-9	102-4	92-8	46.51	44.54	41.02
Electric and motor transportation	45-6	45-6	45-3	123-5	123-0	112-4	56.32	56.09	50.92
Service	42-7	42-6	42-4	73-3	72-0	69-6	31.30	30.67	29.51
Hotels and restaurants	44-0	43-6	43-2	72-8	71-7	69-9	32.03	31.04	30.20
Laundries and dry cleaning plants	40-7	41-2	41-1	70-2	69-5	66-0	28.57	28.63	27.13

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	89.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Monthly Average 1951.....	42.1	116.8	49.15	164.5	149.3	110.2
Week Preceding:						
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951.....	41.9	124.5	52.17	174.7	154.6	113.0
January 1, 1952.....	41.7*	127.1	53.01*	177.5	154.9	114.6
February 1, 1952.....	41.6	127.1	52.87	177.0	154.4	114.6
March 1, 1952 (1).....	41.7	127.8	53.29	178.4	153.0	116.6

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: April 1, 1951, 42.2 hours, \$47.60; January 1, 1952, 38.1 hours, \$48.43.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date nearest:						
May 1, 1946.....	69,048	42,407	111,455	196,797	45,617	242,414
May 1, 1947.....	53,484	38,706	92,190	122,771	34,192	156,963
May 1, 1948.....	28,602	21,335	49,937	123,130	42,082	165,212
May 1, 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
May 1, 1950.....	16,687	15,009	31,696	327,225	77,983	405,208
May 1, 1951.....	36,940	15,513	52,453	163,310	54,201	217,511
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
September 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
October 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
November 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
December 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
January 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
February 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952.....	18,241	13,100	31,341	304,941	80,067	385,008
May 1, 1952 (1).....	25,783	16,335	42,118	241,894	68,334	310,228

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
MARCH 27, 1952⁽¹⁾**

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change From			
				Feb. 28, 1952	Mar. 29, 1951		
Agriculture, fishing, trapping	1,296	298	1,594	+ 784	+ 2		
Logging	361	7	368	— 1,833	— 8,184		
Pulpwood.....	165	3	168	— 1,482	— 7,854		
Lumber.....	138	4	142	— 297	— 345		
Other logging.....	58	58	— 54	+	15	
Mining	925	29	954	+ 144	— 45		
Coal.....	170	1	171	— 33	+	12	
Metallic ores—							
Iron.....	97	5	102	— 18	— 49		
Gold.....	416	2	418	+	352	+	221
Nickel.....	49	.....	49	— 107	— 344	
Other metallic ores and non-metallic minerals.....	105	6	111	— 48	— 20		
Prospecting and oil producing.....	88	15	103	— 2	+	35	
Manufacturing	5,109	2,893	8,002	+ 1,429	— 2,470		
Food and kindred products (including tobacco).....	441	299	740	+	139	+	93
Textiles, apparel, etc.....	258	1,698	1,956	+	161	— 733	
Lumber and finished lumber products.....	273	45	318	— 134	— 347		
Pulp and paper products (including printing).....	222	138	360	+	36	— 134	
Chemicals and allied products.....	164	83	247	+	46	— 223	
Petroleum and coal products.....	40	10	50	+	11	— 8	
Rubber products.....	35	23	58	+	4	— 94	
Leather and leather products.....	67	156	223	+	11	— 73	
Stone, clay and glass products.....	99	23	122	+	32	— 88	
Iron and steel and products.....	513	70	583	+	29	— 705	
Non-ferrous metals and products.....	192	50	242	+	69	— 154	
Machinery.....	587	49	636	+	165	— 398	
Electrical equipment and products.....	235	73	308	+	55	— 191	
Transportation equipment and other manufacturing.....	1,983	176	2,159	+	805	+	585
Construction	2,777	75	2,852	+ 984	+ 1,059		
Transportation and storage	1,204	131	1,335	+ 56	— 35		
Communications and other public utilities	202	186	388	+ 29	— 85		
Trade	2,006	2,130	4,136	+ 1,095	— 530		
Wholesale.....	656	396	1,052	+	172	— 290	
Retail.....	1,350	1,734	3,084	+	923	— 240	
Finance, insurance, real estate	725	644	1,369	+ 67	— 656		
Service	2,350	6,172	8,552	+ 1,454	— 882		
Public.....	710	448	1,158	— 124	— 472		
Domestic.....	82	2,832	2,914	+	712	+	25
Personal.....	824	2,583	3,407	+	795	— 293	
Other service.....	764	309	1,073	+	71	— 142	
All Industries	16,985	12,565	29,550	+ 4,209	— 11,826		

⁽¹⁾ Preliminary—subject to revision.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT MARCH 27, 1952⁽¹⁾

SOURCE: UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,273	438	1,711	4,622	1,098	5,720
Clerical workers.....	1,311	3,252	4,563	8,723	15,408	24,131
Sales workers.....	1,679	1,190	2,869	4,837	10,618	15,455
Personal and domestic service workers..	735	4,996	5,731	20,213	15,495	35,708
Seamen.....	77	.....	77	4,703	63	4,766
Agriculture and fishing.....	1,394	5	1,399	2,867	999	3,866
Skilled and semiskilled workers.....	7,203	2,199	9,402	126,626	18,769	145,395
Food and kindred products (including tobacco).....	74	158	232	2,005	1,262	3,267
Textiles, clothing, etc.....	149	1,607	1,756	3,180	10,126	13,306
Lumber and wood products.....	364	.....	364	20,721	170	20,891
Pulp, paper (including printing).....	48	18	66	1,000	603	1,612
Leather and leather products.....	49	126	175	1,261	628	1,889
Stone, clay and glass products.....	10	1	11	523	65	588
Metalworking.....	1,877	12	1,889	8,091	900	8,991
Electrical.....	220	10	230	1,577	1,013	2,590
Transportation equipment.....	455	.....	455	457	80	537
Mining.....	282	.....	282	1,381	.....	1,381
Construction.....	1,142	.....	1,142	44,549	5	44,554
Transportation (except seamen).....	717	10	727	18,429	57	18,486
Communications and public utility.....	61	.....	61	574	2	576
Trade and service.....	201	177	378	2,033	1,394	3,427
Other skilled and semiskilled.....	1,370	45	1,415	12,471	2,117	14,588
Foremen.....	78	13	91	3,077	217	3,294
Apprentices.....	106	22	128	5,288	130	5,418
Unskilled workers.....	3,314	483	3,797	130,527	19,291	149,818
Food and tobacco.....	67	99	166	4,132	5,268	9,400
Lumber and lumber products.....	155	28	183	8,198	384	8,582
Metalworking.....	151	14	165	3,904	690	4,594
Construction.....	1,154	.....	1,154	28,736	3	28,739
Other unskilled workers.....	1,787	342	2,129	85,557	12,946	98,503
Total.....	16,986	12,563	29,549	303,118	81,741	384,859

(1) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF MARCH, 1952

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	626	426	342
Logging.....	581	694	551
Mining.....	304	345	234
Manufacturing.....	5,301	5,482	3,710
Food and kindred products (including tobacco).....	611	652	428
Textiles, apparel, etc.....	1,207	1,158	808
Lumber and finished lumber products.....	555	621	492
Pulp and paper products (including printing).....	290	304	204
Chemicals and allied products.....	194	222	135
Petroleum and coal products.....	26	28	15
Rubber Products.....	47	60	35
Leather and leather products.....	171	183	114
Stone, clay and glass products.....	120	143	92
Iron and steel products.....	313	338	224
Non-ferrous metals and products.....	213	206	154
Machinery.....	354	358	231
Electrical equipment and products.....	162	192	107
Transportation equipment and other manufacturing.....	1,038	1,017	671
Construction.....	2,663	2,488	1,997
Transportation and storage.....	1,091	1,049	847
Communications, and other public utilities.....	157	164	96
Trade.....	2,755	3,244	1,855
Finance, insurance, real estate.....	353	429	199
Service.....	5,997	5,982	4,215
All Industries.....	19,830	20,303	14,046

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS FEBRUARY 29, TO MARCH 27, 1952; UNPLACED APPLICANTS AS AT APRIL 24, 1952

(Source: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	*Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at April 24, 1952
					Regular	Casual		
Newfoundland	502	251	3,573	538	494	6	11,936	11,833
Corner Brook.....	110	102	471	17	106	1	1,738	1,869
Grand Falls.....	8	.....	563	8	5	1	1,667	1,972
St. John's.....	384	149	2,539	513	383	4	8,531	7,992
Prince Edward Island	468	246	809	346	165	108	2,938	2,664
Charlottetown.....	275	225	436	188	111	24	1,831	1,627
Summerside.....	193	21	373	158	54	84	1,107	1,037
Nova Scotia	3,742	1,820	7,555	3,667	1,836	771	18,792	16,502
Amherst.....	112	.....	212	120	98	14	599	533
Bridgewater.....	40	31	469	48	14	9	1,089	812
Halifax.....	2,409	1,526	2,623	2,078	993	429	3,635	3,294
Inverness.....	14	1	135	13	12	.....	813	717
Kentville.....	91	92	599	106	15	25	2,159	1,845
Liverpool.....	38	29	102	9	8	.....	408	342
New Glasgow.....	435	33	851	486	358	60	2,188	1,880
Springhill.....	6	.....	350	8	7	.....	601	696
Sydney.....	423	72	1,166	463	275	154	3,918	3,423
Turro.....	90	30	585	117	43	10	1,015	967
Yarmouth-Shelburne.....	84	6	463	219	13	70	2,367	1,993
New Brunswick	4,016	2,247	10,266	3,082	1,304	1,342	19,116	19,977
Bathurst.....	74	19	1,255	77	12	45	3,059	3,302
Campbellton.....	107	23	920	111	49	42	1,968	2,432
Edmundston.....	156	32	965	156	110	8	1,628	1,862
Fredericton.....	186	74	604	172	88	46	1,070	1,187
Minto.....	34	52	469	70	44	.....	777	683
Moncton.....	2,466	1,674	3,053	1,493	287	1,062	5,183	4,310
Newcastle.....	88	5	911	111	69	24	1,858	1,894
Saint John.....	674	267	1,180	669	507	78	1,505	2,108
St. Stephen.....	114	59	373	87	41	28	1,034	1,112
Sussex.....	46	25	242	73	49	6	375	374
Woodstock.....	71	17	294	54	48	5	659	713
Quebec	20,126	6,893	62,007	21,827	13,793	1,146	132,568	128,713
Asbestos.....	145	28	357	204	184	.....	630	490
Beauharnois.....	44	19	174	44	30	.....	755	680
Buckingham.....	48	15	400	50	33	4	982	1,065
Causapscal.....	21	22	810	21	15	8	1,325	2,100
Chandler.....	99	3	1,118	197	51	142	1,957	2,038
Chiboutimi.....	234	136	1,611	200	142	6	1,862	1,540
Dolbeau.....	38	6	934	97	39	1	968	1,003
Drummondville.....	234	17	812	292	174	2	2,474	2,127
Farnham.....	90	40	361	84	69	.....	862	748
Gaspé.....	10	3	514	11	9	.....	1,058	1,176
Granby.....	194	13	572	265	187	.....	1,710	1,571
Hull.....	287	98	1,071	299	234	8	2,784	2,611
Joliette.....	411	119	1,497	437	325	2	2,918	2,526
Jonquiere.....	195	60	997	339	141	3	1,469	1,345
Lachute.....	83	14	219	78	59	1	624	534
La Malbaie.....	23	4	1,052	35	19	.....	2,893	2,473
La Tuque.....	315	49	756	229	266	.....	599	670
Levis.....	244	228	1,193	234	203	1	2,752	2,770
Maniwaki.....	10	2	563	10	8	.....	672	1,256
Matane.....	209	60	1,527	71	106	.....	2,384	3,456
Megantic.....	90	17	529	82	71	.....	943	843
Mont-Laurier.....	14	6	540	29	14	.....	793	849
Montmagny.....	41	20	840	49	20	.....	1,600	1,924
Montreal.....	10,874	3,702	17,130	10,891	6,909	656	41,405	36,873
New Richmond.....	74	25	598	104	63	.....	1,249	1,459
Port Alfred.....	52	6	656	48	36	.....	1,217	1,017
Quebec.....	1,316	676	5,302	2,201	780	60	13,041	13,030
Rimouski.....	187	72	1,589	291	176	.....	3,063	3,875
Riviere du Loup.....	81	19	2,039	77	51	9	3,492	3,737
Roberval.....	32	35	517	37	16	1	710	1,053
Rouyn.....	225	77	1,025	242	130	25	1,472	2,010
Ste. Agathe.....	108	8	414	124	88	6	929	835
Ste. Anne de Bellevue.....	69	14	228	70	57	.....	812	663
Ste. Therese.....	131	29	317	137	110	.....	1,422	931
St. Georges de Beauce.....	142	85	974	209	122	7	1,924	2,192
St. Hyacinthe.....	249	123	609	302	216	2	1,892	1,690
St. Jean.....	188	91	490	205	95	1	1,176	1,121
St. Jerome.....	124	17	544	132	76	19	1,618	1,446
St. Joseph d'Alma.....	1,043	165	1,384	860	940	.....	872	877
Shawinigan Falls.....	271	30	2,276	311	182	57	4,181	3,990
Sherbrooke.....	596	149	1,668	616	353	80	3,584	2,602
Sorel.....	188	224	384	191	133	2	1,395	1,102
Thetford Mines.....	97	54	604	113	77	2	1,151	1,145

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS FEBRUARY 29, TO MARCH 27, 1952; UNPLACED APPLICANTS AS AT APRIL 24, 1952—Continued

(Source: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	*Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at April 24, 1952
					Regular	Casual		
Quebec—Con.								
Three Rivers.....	302	77	2,673	595	236	21	6,886	7,099
Val d'Or.....	291	103	998	279	226	6	863	1,020
Valleyfield.....	183	36	522	203	167	3	158,3	1,767
Victoriaville.....	224	97	709	232	155	9	1,678	1,384
Ontario.....	26,169	10,244	55,634	26,604	15,288	2,782	115,614	98,475
Arnprior.....	49	12	90	49	41	4	275	187
Barrie.....	336	113	415	304	247	12	865	649
Belleville.....	90	44	433	103	37	16	1,029	678
Bracebridge.....	60	8	487	65	54	.....	1,003	847
Brampton.....	110	49	201	85	69	4	496	323
Brantford.....	529	130	993	541	374	28	1,946	1,827
Brockville.....	104	23	189	122	89	3	348	210
Carleton Place.....	10	2	78	10	10	.....	405	317
Chatham.....	157	57	393	221	90	28	1,713	1,447
Cobourg.....	121	10	211	153	105	11	564	373
Collingwood.....	82	15	143	88	45	29	646	473
Cornwall.....	323	75	1,246	306	251	14	3,045	2,329
Fort Erie.....	97	62	139	55	29	.....	260	194
Fort Frances.....	140	31	240	73	235	1	341	205
Fort William.....	284	65	1,107	346	223	28	1,820	1,399
Galt.....	215	87	431	195	143	22	1,069	885
Gananoque.....	69	4	64	65	53	12	198	140
Goderich.....	94	64	77	79	36	7	308	156
Guelph.....	145	85	505	166	78	2	1,144	844
Hamilton.....	1,628	452	3,861	2,210	886	327	8,534	7,804
Hawkesbury.....	46	28	231	50	23	3	961	818
Ingersoll.....	83	30	195	116	55	3	450	488
Kapuskasing.....	109	29	303	114	83	.....	286	380
Kenora.....	80	35	182	62	40	7	342	383
Kingston.....	618	156	783	712	446	57	915	849
Kirkland Lake.....	191	58	462	172	145	18	698	743
Kitchener-Waterloo.....	420	130	729	612	285	47	2,129	1,617
Leamington.....	77	33	264	171	44	3	604	326
Lindsay.....	64	41	219	50	31	5	629	480
Listowel.....	45	36	123	66	35	.....	390	279
London.....	1,135	586	2,180	1,250	598	181	3,570	3,109
Midland.....	145	34	169	133	103	8	686	394
Napanee.....	30	13	175	23	19	.....	615	381
New Toronto.....	590	81	893	638	465	28	1,769	1,450
Niagara Falls.....	359	43	680	388	269	41	1,224	1,113
North Bay.....	445	74	1,115	538	215	183	1,145	1,093
Orillia.....	178	38	255	172	129	20	702	665
Oshawa.....	663	182	1,356	673	454	68	3,138	2,512
Ottawa.....	1,556	977	2,430	1,439	638	251	3,979	3,334
Owen Sound.....	173	45	375	260	114	16	1,341	885
Parry Sound.....	52	5	167	46	46	.....	415	267
Pembroke.....	222	41	590	264	184	26	789	913
Perth.....	81	40	163	94	56	26	419	386
Peterborough.....	153	41	737	178	111	12	2,182	2,013
Pictou.....	34	15	48	32	17	.....	372	191
Port Arthur.....	347	126	1,969	490	245	12	2,848	2,842
Port Colborne.....	30	40	237	32	8	.....	690	511
Prescott.....	102	16	327	105	86	.....	711	724
Renfrew.....	132	1	201	132	132	2	463	360
St. Catharines.....	455	131	1,024	392	251	28	2,334	1,884
St. Thomas.....	135	52	460	183	82	8	877	903
Sarnia.....	197	43	597	299	141	29	1,292	1,003
Sault Ste. Marie.....	684	478	659	359	216	23	1,056	858
Simcoe.....	45	24	454	45	20	2	1,064	890
Sioux Lookout.....	113	13	150	89	57	16	123	126
Smiths Falls.....	59	27	135	41	24	12	367	270
Stratford.....	205	100	305	325	123	21	699	509
Sturgeon Falls.....	164	6	740	171	82	77	851	944
Sudbury.....	406	144	1,608	370	221	81	2,658	2,443
Timmins.....	397	66	877	503	257	65	1,231	1,668
Toronto.....	7,417	3,477	14,535	6,351	3,653	679	31,844	27,384
Trenton.....	135	33	436	134	88	6	742	463
Walkerton.....	67	29	165	82	42	.....	600	473
Wallaceburg.....	132	14	215	142	109	11	969	782
Welland.....	302	51	701	474	339	10	1,727	1,466
Weston.....	758	721	412	123	228	.....	747	752
Windsor.....	1,589	410	3,030	2,284	1,114	147	5,442	4,434
Woodstock.....	106	63	270	79	70	2	520	450

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS FEBRUARY 29, TO MARCH 27, 1952; UNPLACED APPLICANTS AS AT APRIL 24, 1952—Concluded
(Source: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	*Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at April 24, 1952
					Regular	Casual		
Manitoba	4,637	2,386	9,079	4,274	1,903	1,067	18,323	13,642
Brandon.....	330	251	734	267	163	14	1,236	1,003
Dauphin.....	205	167	275	84	52	8	707	540
Flin Flon.....	195	129	153	126	176	13	136	134
Portage la Prairie.....	147	74	317	162	95	2	794	712
The Pas.....	67	51	65	36	32	.....	86	58
Winnipeg.....	3,693	1,714	7,535	3,599	1,385	1,030	15,364	11,195
Saskatchewan	3,314	1,911	4,758	2,775	1,471	453	10,683	6,625
Estevan.....	101	24	122	118	82	4	259	106
Moose Jaw.....	463	293	716	374	201	32	1,171	596
North Battleford.....	115	109	199	108	76	3	725	497
Prince Albert.....	379	171	502	298	201	42	1,163	1,169
Regina.....	978	446	1,274	801	457	160	2,491	1,128
Saskatoon.....	903	554	1,306	772	312	185	2,633	1,716
Swift Current.....	101	80	179	71	47	.....	740	338
*Teachers' Office.....	31	40	46	27	4	.....	65	73
Weyburn.....	95	82	96	50	36	1	253	151
Yorkton.....	148	112	318	156	55	26	1,183	851
Alberta	6,707	3,802	10,207	7,352	3,949	981	14,281	10,746
Blairmore.....	87	83	120	36	46	.....	263	273
Calgary.....	2,612	806	3,697	3,009	1,415	486	4,587	3,377
Drumheller.....	84	21	159	79	70	.....	234	.....
Edmonton.....	2,803	2,219	4,933	3,404	1,732	454	6,251	4,969
Edson.....	258	105	263	182	255	.....	141	113
Lethbridge.....	525	406	552	394	224	31	1,764	1,244
Medicine Hat.....	156	29	242	168	133	6	585	279
Red Deer.....	84	61	226	79	39	4	431	284
Yellowknife.....	98	72	15	1	35	.....	25	21
British Columbia	9,639	3,020	19,899	10,748	6,289	1,037	42,123	37,547
Chilliwack.....	328	54	459	379	249	38	1,227	1,038
Courtenay.....	405	83	334	358	405	12	552	306
Cranbrook.....	35	14	194	47	28	.....	597	558
Dawson Creek.....	134	26	156	116	115	.....	120	203
Duncan.....	270	17	580	338	255	10	791	349
Kamloops.....	172	31	298	172	140	.....	752	662
Kelowna.....	141	18	346	132	65	56	1,341	1,054
Nanaimo.....	241	42	446	308	177	20	789	717
Nelson.....	210	.....	373	231	154	11	1,096	671
New Westminster.....	679	116	2,150	100	504	106	5,327	4,927
Penticton.....	153	14	249	164	78	61	1,336	914
Port Alberni.....	229	22	209	257	180	11	295	208
Prince George.....	629	108	967	776	547	.....	742	1,207
Prince Rupert.....	513	80	691	510	471	.....	885	524
Princeton.....	39	.....	58	48	38	.....	126	63
Trail.....	239	77	515	230	144	15	878	766
Vancouver.....	3,975	1,507	9,754	4,759	1,987	576	21,107	19,785
Vernon.....	129	35	333	135	107	1	1,475	1,059
Victoria.....	898	375	1,560	991	533	120	2,560	2,426
Whitehorse.....	220	360	137	97	112	.....	127	110
Canada	79,320	32,820	183,787	81,213	46,492	9,693	386,374	346,724
Males.....	48,954	19,713	138,875	49,427	31,326	5,171	304,060	272,740
Females.....	30,366	13,107	44,912	31,786	15,166	4,522	82,314	73,984

* Includes deferred vacancies.

(a) Statistics for the Province of Saskatchewan.

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1942-1952

(Source: Form U.I.C. 751)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,008,211	2,689,622	1,239,900	704,126	1,944,026	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (13 weeks).....	461,495	160,304	621,799	110,993	58,193	169,186

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, DECEMBER 28, 1951 TO MARCH 27, 1952

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario				
	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	
	Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			
Agriculture	12	3	1	60	29	15	7	1	51	29	272	1	1,998	170	1	1,998	1	1,998	1	1,998	12	1	1,205	12	
Fishing, Trapping and Hunting	1	1	4	4	1	362	229	7	752	372	4	7,028	4,271	1	13	7,028	4,271	1	13	1	1	8	8		
Logging	8	3	1	1	1	67	21	7	459	189	1	6,319	3,725	8	8	6,319	3,725	8	8	3	3	2,929	5		
Pulpwood	8	3	1	1	1	67	21	7	220	141	3	662	514	3	3	662	514	3	3	1,752	1,296	3	3		
Lumber	8	3	1	1	1	264	201	7	73	42	47	32	10	10	1,795	1,623	10	1,795	1,623	2	2	1,623	2		
Other Logging	4	1	1	1	1	31	4	4	75	68	612	479	2	2	704	352	2	704	352	7	7	352	7		
Mining	47	15	94	82	94	82	76	76	1	1	43	9	9	9	9	92	66	9	92	66	66	66	66	66	
Coal	2	2	86	76	86	76	76	76	72	67	112	98	1	1	160	97	1	160	97	1	160	97	1	160	
Iron	2	2	86	76	86	76	76	76	72	67	112	98	1	1	160	97	1	160	97	1	160	97	1	160	
Gold																									
Nickel																									
Other Metallic Ores and Non-metallic Minerals	38	7	6	3	4	3	3	3	2	2	447	10	10	369	1	139	94	1	139	94	94	94	94	94	
Prospecting and Oil Producing	7	6	4	4	4	4	4	4	2	2	37	23,740	16,090	363	22,453	14,430	363	22,453	14,430	363	22,453	14,430	363	22,453	
Manufacturing	21	16	3,003	2,320	3,003	2,320	121	121	772	515	37	23,740	16,090	363	22,453	14,430	363	22,453	14,430	363	22,453	14,430	363	22,453	
Food and Kindred Products	11	9	163	25	163	25	21	21	241	121	8	1,736	1,261	26	2,239	1,547	26	2,239	1,547	26	2,239	1,547	26	2,239	
Textiles and Apparel	3	1	106	90	106	90	7	7	216	173	2	1,832	1,505	16	1,279	933	16	1,279	933	16	1,279	933	16	1,279	
Lumber and Finished Lumber Products	3	1	106	90	106	90	7	7	216	173	2	1,832	1,505	16	1,279	933	16	1,279	933	16	1,279	933	16	1,279	
Pulp, Paper Products and Printing	3	1	106	90	106	90	7	7	216	173	2	1,832	1,505	16	1,279	933	16	1,279	933	16	1,279	933	16	1,279	
Chemicals and Allied Products	3	1	106	90	106	90	7	7	216	173	2	1,832	1,505	16	1,279	933	16	1,279	933	16	1,279	933	16	1,279	
Petroleum and Coal Products	3	1	106	90	106	90	7	7	216	173	2	1,832	1,505	16	1,279	933	16	1,279	933	16	1,279	933	16	1,279	
Rubber Products	3	1	106	90	106	90	7	7	216	173	2	1,832	1,505	16	1,279	933	16	1,279	933	16	1,279	933	16	1,279	
Leather and Leather Products	3	1	106	90	106	90	7	7	216	173	2	1,832	1,505	16	1,279	933	16	1,279	933	16	1,279	933	16	1,279	
Stone, Clay and Glass Products	2	2	17	8	17	8	6	6	21	19	3	1,706	1,188	11	366	238	11	366	238	11	366	238	11	366	
Iron and Steel Products	2	2	17	8	17	8	6	6	21	19	3	1,706	1,188	11	366	238	11	366	238	11	366	238	11	366	
Non-Ferrous Metals and Products	2	2	17	8	17	8	6	6	21	19	3	1,706	1,188	11	366	238	11	366	238	11	366	238	11	366	
Machinery	2	2	17	8	17	8	6	6	21	19	3	1,706	1,188	11	366	238	11	366	238	11	366	238	11	366	
Electrical Equipment and Products	2	2	17	8	17	8	6	6	21	19	3	1,706	1,188	11	366	238	11	366	238	11	366	238	11	366	
Machinery and Equipment	2	2	17	8	17	8	6	6	21	19	3	1,706	1,188	11	366	238	11	366	238	11	366	238	11	366	
Transportation Equipment and Other	1	1	14	9	14	9	1	1	7	4	1	514	312	1	1,603	811	1	1,603	811	1	1,603	811	1	1,603	
Construction	1	601	180	134	180	134	53	53	39	14	2	2,349	1,460	45	5,054	3,001	45	5,054	3,001	45	5,054	3,001	45	5,054	
Buildings and Structures	755	601	180	134	180	134	53	53	39	14	2	2,349	1,460	45	5,054	3,001	45	5,054	3,001	45	5,054	3,001	45	5,054	
Highways, Bridges and Streets	605	497	70	60	70	60	4	4	20	10	1	26	3,066	1	26	3,066	1	26	3,066	1	26	3,066	1	26	
Railway and Maintenance	11	2	104	70	104	70	17	17	4	20	10	1	26	3,066	1	26	3,066	1	26	3,066	1	26	3,066	1	26
Other General Construction	137	101	104	70	104	70	17	17	4	20	10	1	26	3,066	1	26	3,066	1	26	3,066	1	26	3,066	1	26
Special Trade Contractors	2	1	6	4	6	4	1	1	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	
Public Utilities Operation	40	3	236	102	236	102	108	108	6	154	94	19	91	66	17	1,357	1,084	39	1,791	1,345	185	1,791	1,345	185	
Electricity and Storage	38	3	215	85	215	85	106	106	1,599	318	1,095	3,337	479	2,903	3,889	2,333	1,212	4,085	2,120	627	4,085	2,120	627	4,085	
Communications and Other Public Utilities	2	1	21	17	21	17	46	46	671	109	95	360	232	25	686	232	1,187	3,399	1,717	610	3,399	1,717	610	3,399	
Trade	93	67	3	216	46	154	154	154	298	1,152	711	210	6,307	3,849	306	2,776	306	2,776	306	2,776	306	2,776	306	2,776	
Wholesale	26	17	1	12	4	12	4	4	198	124	1,216	786	124	1,216	786	124	1,216	786	124	1,216	786	124	1,216	786	
Retail	67	50	2	192	40	142	142	142	613	513	613	86	4,334	2,633	228	3,849	228	3,849	228	3,849	228	3,849	228	3,849	
Finance, Insurance and Real Estate	9	6	19	13	124	60	10	89	47	124	8	988	551	4	1,612	822	4	1,612	822	4	1,612	822	4	1,612	
Banking	415	261	15	468	208	164	2,537	935	2,418	1,059	389	149	1,714	1,421	160	5,790	3,293	2,289	21,713	12,109	6,071	2,289	21,713	12,109	
Public	315	190	4	84	29	49	390	246	81	533	389	149	1,714	1,421	160	5,790	3,293	2,289	21,713	12,109	6,071	2,289	21,713	12,109	
Domestic	34	23	9	241	99	1,076	163	643	984	192	519	6,254	2,728	1,687	8,682	2,939	1,687	8,682	2,939	1,687	8,682	2,939	1,687	8,682	
Personal	49	36	1	126	78	13	1,896	436	163	787	447	139	5,385	3,584	216	7,776	4,543	216	7,776	4,543	216	7,776	4,543	216	7,776
Other Service	17	12	1	17	11	175	75	75	114	61	114	61	114	61	114	61	114	61	114	61	114	61	114	61	
Totals	1,400	975	22	1,378	583	448	10,397	5,412	3,217	11,169	4,110	4,147	87,495	43,751	4,350	74,370	43,751	4,350	74,370	43,751	4,350	74,370	43,751	4,350	74,370
Men	1,267	875	17	1,250	278	8,108	4,062	2,635	8,854	2,901	3,796	42,567	29,556	3,796	42,567	29,556	3,796	42,567	29,556	3,796	42,567	29,556	3,796	42,567	
Women	133	100	5	652	170	2,829	170	532	2,315	1,209	351	24,928	14,195	351	24,928	14,195	351	24,928	14,195	351	24,928	14,195	351	24,928	

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, DECEMBER 28, 1951 TO MARCH 27, 1952

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture.....	520	267	13	1,423	518	8	1,334	802	5	261	190	26	5,634	3,217	66
Fishing, Trapping and Hunting.....	4	1											16	2	
Logging.....	520	435		109	97		1,799	1,556	8	1,691	1,479	5	15,830	11,371	37
Pulpwood.....	379	332		37	38		1,505	1,358	8	1,467	1,277	3	9,189	5,757	21
Lumber.....	125	86		54	50		1,797	1,588	8	1,797	1,588	8	6,092	5,250	16
Other Logging.....	17	9		9	9		1,797	1,588	8	1,797	1,588	8	549	364	
Mining.....	111	75	1	74	57	4	1,797	1,588	8	1,797	1,588	8	4,732	2,469	118
Coal.....	6	6		6	6		1,797	1,588	8	1,797	1,588	8	674	399	94
Iron.....	1	1		1	1		1,797	1,588	8	1,797	1,588	8	372	372	1
Gold.....	15	4					1,797	1,588	8	1,797	1,588	8	885	327	
Nickel.....	32	22		42	36	1	1,797	1,588	8	1,797	1,588	8	311	124	14
Other Metallic Ores and Non-Metallic Minerals.....	77	39	1	25	14		1,797	1,588	8	1,797	1,588	8	1,563	949	14
Prospecting and Oil Producing.....	16	10		547	234	5	1,797	1,588	8	1,797	1,588	8	662	298	9
Manufacturing.....	2,773	1,528	187	515	317	118	2,752	1,868	120	4,397	3,263	294	60,023	40,398	2,180
Food and Kindred Products.....	339	185	37	308	176	82	475	248	39	524	392	31	6,540	4,247	355
Textiles and Apparel.....	1	1		1	1		117	85		257	167	2	14,152	9,086	177
Lumber and Finished Lumber Products.....	246	135	58	47	37	11	1,070	954	13	2,156	1,860	48	6,955	5,678	255
Pulp, Paper Products and Printing.....	241	134	15	69	41	11	49	26	10	351	213	14	3,308	2,119	255
Chemicals and Allied Products.....	169	88	5	13	5		172	32	18	337	154	131	2,478	1,381	436
Petroleum and Coal Products.....	12	8		12	4		60	19	8	45	19	11	316	161	31
Rubber Products.....	10	8											767	585	22
Leather and Leather Products.....	38	10	1				3	3		27	21		2,273	1,583	17
Stone, Clay and Glass Products.....	24	15	1	15	11		192	173	6	44	32	4	1,430	1,092	46
Iron and Steel and Products.....	136	94		3	3		98	39	6	86	54	8	4,185	2,942	128
Non-Ferrous Metals and Products.....	54	27	13	23	13	12	112	60	13	166	113	3	2,340	1,043	65
Machinery.....	77	42	5	23	21		112	60	13	166	113	3	2,340	1,043	65
Electrical Equipment and Products.....	46	26	2	9	1	5	25	8		46	20		2,258	1,191	46
Transportation Equipment and Other Manufacturing.....	335	159	4	3	3		294	188	4	205	111	38	9,675	6,041	244
Buildings and Structures.....	1,263	808	16	734	569	27	2,447	1,664	230	2,495	2,489	131	27,249	19,066	1,334
Highways, Bridges and Streets.....	650	503	15	365	293	24	1,397	995	152	1,485	1,232	70	14,737	10,606	681
Railway and Maintenance.....	68	28		63	22	11	63	41	6	114	97	3	925	533	47
Other General Construction.....	248	120		4	6		408	388	14	96	98	3	2,240	1,067	194
Special Trade Contractors.....	98	13		169	119		123	73	6	1,021	849	23	4,886	4,244	62
Public Utilities.....	109	133		122	89	2	423	287	32	279	213	34	4,461	3,214	350
Electricity.....	526	215	59	697	259	85	871	283	87	1,226	1,089	229	17,893	7,370	7,079
Transportation and Storage.....	387	179	51	601	217	84	741	378	83	1,352	979	225	15,378	6,279	6,346
Communications and Other Public Utilities.....	139	43	8	96	4		130	75		434	110	692	2,515	1,091	233
Trade.....	3,101	883	1,219	1,225	531	383	3,233	1,522	870	3,363	1,711	692	36,078	13,086	5,999
Wholesale.....	1,205	450	445	1,554	275	135	1,557	851	298	1,700	947	280	19,208	4,906	2,45
Retail.....	1,896	443	804	1,171	578	248	1,696	831	281	2,352	1,216	42	19,800	10,120	3,15
Finance, Insurance and Real Estate.....	441	116	27	146	101	2	638	300		356	216		4,691	2,362	181
Service.....	4,639	1,856	1,783	3,639	1,227	717	7,206	3,416	1,512	8,205	4,838	974	43,451	34,756	15,861
Public.....	505	390	63	365	210	14	830	520		1,070	1,080	890	12,406	2,539	883
Domestic.....	1,069	187	1,488	925	292	878	2,433	520	1,243	2,125	501	480	2,735	1,035	10,351
Personal.....	1,069	811	215	1,435	676	302	3,257	2,064	156	3,746	1,925	318	21,738	14,662	2,961
Other Service.....	1,407	151	90	334	179	23	666	360	60	764	484	56	7,389	4,062	841
Totals.....	13,979	5,907	3,105	8,243	4,087	1,354	22,097	12,262	2,868	24,599	15,832	2,965	236,225	136,729	42,457
Men.....	9,821	4,413	2,400	4,670	2,598	1,581	14,185	8,408	1,581	15,541	10,188	1,581	149,195	81,759	19,231
Women.....	1,115	2,494	2,409	3,573	1,979	773	7,912	3,854	1,414	9,058	4,587	1,385	87,029	44,977	13,226

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of March, 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	6,239	2,705	158,786	449,646
Prince Edward Island.....	1,736	447	41,905	104,619
Nova Scotia.....	10,210	4,131	246,995	655,445
New Brunswick.....	9,895	4,444	190,456	510,971
Quebec.....	72,561	34,963	1,958,114	5,220,758
Ontario.....	68,796	22,467	1,655,065	4,416,536
Manitoba.....	10,821	4,169	283,992	756,739
Saskatchewan.....	6,266	2,200	170,251	457,040
Alberta.....	8,811	4,627	232,172	655,797
British Columbia.....	20,916	10,201	599,485	1,704,639
Total Canada, March, 1952.....	216,251	90,354	5,537,221	14,932,190
February, 1952.....	228,121	107,680	5,266,024	14,162,612
March, 1951.....	147,162	68,445	4,192,575	10,467,147

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MARCH 31, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	9,843	1,584	315	936	2,341	2,594	2,073
Male.....	9,587	1,541	300	900	2,281	2,541	2,024
Female.....	256	43	15	36	60	53	49
Prince Edward Island.....	2,344	201	101	223	383	640	796
Male.....	2,033	150	88	205	324	564	693
Female.....	311	42	13	18	59	76	103
Nova Scotia.....	16,437	2,844	1,242	2,163	3,116	3,274	3,798
Male.....	14,480	2,576	1,097	1,971	2,752	2,851	3,233
Female.....	1,957	268	145	192	364	423	565
New Brunswick.....	17,965	3,639	1,998	3,348	3,285	2,524	3,171
Male.....	15,861	3,396	1,872	3,082	2,771	2,076	2,664
Female.....	2,104	243	126	266	514	448	507
Quebec.....	129,412	28,348	12,447	20,434	24,003	18,650	25,530
Male.....	105,078	24,322	10,425	17,221	19,633	14,654	18,823
Female.....	24,334	4,026	2,022	3,213	4,370	3,996	6,707
Ontario.....	104,365	20,697	9,492	14,575	20,010	16,529	23,062
Male.....	76,598	15,311	7,001	10,992	14,445	12,192	16,657
Female.....	27,767	5,386	2,491	3,583	5,565	4,337	6,405
Manitoba.....	16,438	2,126	1,106	1,626	2,845	2,969	5,766
Male.....	12,421	1,628	841	1,170	1,990	2,206	4,586
Female.....	4,017	498	265	456	855	763	1,180
Saskatchewan.....	8,076	797	424	827	1,697	1,983	2,348
Male.....	6,766	631	354	685	1,411	1,658	2,027
Female.....	1,310	166	70	142	286	325	321
Alberta.....	15,076	4,740	1,000	1,740	2,632	2,152	2,812
Male.....	13,080	4,455	861	1,503	2,158	1,756	2,347
Female.....	1,996	285	139	237	474	396	465
British Columbia.....	31,672	5,074	1,991	3,364	5,457	5,837	9,949
Male.....	24,155	4,014	1,514	2,436	3,947	4,544	7,700
Female.....	7,517	1,060	477	928	1,510	1,293	2,249
TOTAL.....	351,628	70,050	30,116	49,236	65,769	57,152	79,305
MALE.....	280,059	58,033	24,353	40,165	51,712	45,042	60,754
FEMALE.....	71,569	12,017	5,763	9,071	14,057	12,110	18,551

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
MARCH, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,302	3,998	304	4,456	2,112	2,344	1,568
Prince Edward Island.....	812	705	107	837	423	414	159
Nova Scotia.....	7,360	5,770	1,590	7,478	4,813	2,665	1,495
New Brunswick.....	9,453	7,734	1,719	9,131	5,866	3,235	2,476
Quebec.....	60,711	47,775	12,936	54,786	37,820	16,966	21,131
Ontario.....	43,131	31,716	11,415	44,428	30,425	14,003	9,233
Manitoba.....	6,353	4,985	1,368	6,661	4,080	2,581	857
Saskatchewan.....	2,982	2,450	532	3,305	1,853	1,452	366
Alberta.....	6,677	5,446	1,231	6,664	4,611	2,053	1,764
British Columbia.....	12,575	8,457	4,118	13,230	8,669	4,561	1,987
Total Canada, March, 1952.....	154,356 ¹	119,036	35,320	150,976 ²	100,702	50,274	41,036
Total Canada, February, 1952.....	140,386	109,702	30,684	150,931	101,374	49,557	37,656
Total Canada, March, 1951.....	109,764	81,930	27,834	111,819	68,001	43,818	26,140

¹ In addition, revised claims received numbered 20,348. ² In addition, 20,602 revised claims were adjudicated. Of these, 1,588 were special requests not granted, and 1,230 were appeals by claimants. There were 2,403 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED
AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of March, 1952 ¹	Month of February, 1952	Month of March, 1951
Claims Disallowed—			
Regular.....	40,170	39,282	34,906
Supplementary Benefit.....	9,817	11,535	6,862
Claimants Disqualified—			
Not unemployed.....	3,484	3,489	3,215
Not capable of and not available for work.....	1,809	1,818	1,716
Loss of work due to a labour dispute.....	101	317	303
Refused offer of work and neglected opportunity to work.....	1,308	1,171	1,844
Discharged for misconduct.....	921	923	722
Voluntarily left employment without just cause.....	6,306	5,911	5,817
Other reasons ²	2,779	2,648	2,174
Total.....	66,695	67,094	57,559

¹ Includes 5,240 revised claims, disqualified.

² These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ¹
1951—February.....	2,962,000	2,714,400	247,600 ²
March.....	2,972,000	2,728,200	243,800 ²
April.....	2,989,000	2,804,200	184,800
May.....	2,971,000	2,834,200	136,800
June.....	2,998,000	2,909,100	88,900
July.....	3,051,000	2,964,500	86,500
August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,066,200	99,800
December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100 ²
February.....	3,195,000	2,876,500	318,500 ²

¹ Ordinary claimants on the live unemployment register on the last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO MARCH 31, 1952

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	BENEFIT PAYMENTS		
	Employer and Employee	Government				Ordinary	Supplementary	Total
1942.....	\$ 36,435,609 05	\$ 7,287,121 81	\$	\$ 269,208 74	\$ 43,991,999 60	\$ 27,752 92	\$	\$ 27,752 92
1943.....	57,434,651 43	11,487,057 90	638,11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,381,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29
June.....	11,676,138 56	2,335,280 26	3,865 86	1,441,346 24	15,456,630 92	3,509,335 48	5,222 50	3,514,557 98
September.....	12,571,402 73	2,514,429 84	1,669 80	1,550,536 36	16,638,038 73	3,453,730 53	1,740 50	3,455,471 03
October.....	12,209,022 36	2,443,216 70	5,250 00	1,601,462 43	16,253,951 49	3,896,155 78	531 55cr.	3,895,624 23
November.....	13,654,777 67	2,729,876 91	3,439 12	1,631,900 98	18,019,994 68	5,103,844 61	69 30cr.	5,103,775 31
December.....	11,842,689 18	2,402,986 90	2,923 16	1,717,421 53	15,965,420 77	6,920,010 73	132 45cr.	6,919,878 28
January.....	12,436,899 05	2,490,978 03	3,845 43	1,736,241 25	16,667,963 76	13,428,044 02	578,487 57	14,006,531 59
February.....	13,300,704 56	2,657,353 55	1,318 19	1,669,440 97	17,628,817 27	14,157,756 49	1,408,376 00	15,566,132 49
March.....	*12,205,939 34	2,442,164 17	1,935 47	1,748,293 54	16,398,332 52	14,506,860 21	1,888,916 15	16,395,776 36
SUB-TOTAL.....	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20
TOTAL.....	927,418,439 21	187,318,241 13	109,540 49	96,667,147 69	1,211,513,368 52	420,961,173 14	12,352,843 95	433,314,017 09

* Stamps \$5,521,146.10	Meter \$1,556,626.37	Bulk \$4,973,507.81	Arm. Serv. \$142,488.10	Sp. Force \$5,294.56	Reg. Force \$6,878.40	Total \$12,205,939.34
† Includes Government refunds re Supplementary Benefit classes 3 and 4	\$1,628,634.10					

* Stamps \$5,521,146.10 Meter \$1,556,626.37 Bulk \$4,973,507.81 Reg. Force \$6,878.40 Total \$12,205,939.34

† Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,528,634.10 Sp. Force \$5,294.56

TABLE E-7.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MARCH, 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269	212,293
February.....	633	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709	140,386
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,736	119,533	109,764	154,356
April.....	2,925	3,953	6,463	8,430	35,781	35,850	48,963	58,141	80,028	75,242	.....
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,610	56,430	.....
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	58,233	.....
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	58,981	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	57,926	.....
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	62,456	.....
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	82,902	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	122,603	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	175,040	.....
Total.....	26,924	36,660	90,897	296,391	438,667	442,854	649,090	933,832	1,050,979	1,141,555	507,035

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MARCH 1952

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only				Persons Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Con- sidered	Entitled to Benefit		Not Entitled to Benefit			
		Class 1	Class 2				
							\$
Newfoundland.....	1,988	1,096	294	566	1,156	32,656	66,373
Prince Edward Island.....	381	303	47	58	277	9,447	16,474
Nova Scotia.....	2,250	1,505	326	480	1,807	59,858	115,205
New Brunswick.....	2,879	1,317	510	1,026	1,382	37,621	72,617
Quebec.....	13,392	6,556	2,965	3,891	9,578	316,472	618,853
Ontario.....	10,666	5,775	2,226	3,106	7,058	271,842	539,721
Manitoba.....	1,948	1,253	231	508	1,567	61,190	125,089
Saskatchewan.....	1,187	847	121	231	1,073	35,578	73,246
Alberta.....	1,542	867	245	524	992	35,423	76,165
British Columbia.....	3,144	2,278	355	700	3,079	120,076	255,648
Total March, 1952 ¹	39,377	21,797	7,320	11,090	27,969 ²	980,163	1,959,391
Total March, 1951 ³	34,353	17,730	8,091	8,814	25,166	878,172	1,671,257

¹ There were, in addition, 1,161 renewal claims.

² In 1951, an additional 128 claimants were entitled under classes 3 and 4.

³ Includes 827 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3			
1929.....		121.7	134.7	119.7	112.6	134.8	69.6		
1933.....		94.4	84.9	98.6	102.5	83.3	105.0		
1939.....		101.5	100.6	103.8	101.2	100.7	98.2	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	61.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.2
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	169.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF APRIL, 1952

(August 1939=100)

Source: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	April 1, 1951	March 1, 1952	April 1, 1952						
St. John's Nfld. (1)		104.0	103.8	103.8	105.2	107.4	104.2	102.9	101.9
Halifax	169.2	177.8	177.8	234.4	126.1	152.5	224.0	183.5	138.8
Saint John	176.9	187.0	186.8	237.8	126.1	146.9	231.3	193.5	152.7
Montreal	186.3	195.4	193.8	255.1	148.7	145.0	197.0	206.3	142.5
Toronto	178.3	184.4	184.8	228.7	152.4	172.5	211.0	194.7	147.5
Winnipeg	175.6	182.0	181.9	242.4	133.6	131.1	208.7	202.0	140.6
Saskatoon	178.9	185.6	183.7	238.4	132.3	158.6	218.7	206.2	134.9
Edmonton	174.7	181.2	180.0	244.1	124.2	121.8	220.0	192.8	140.8
Vancouver	182.6	192.2	192.3	252.7	134.0	176.9	222.9	196.1	148.5

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base: June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Source: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1945	April 1949	April 1950	April 1951	March 1952	April 1952	Price April 1952
Beef, sirloin steak	lb.	120.7	154.8	247.7	273.9	355.0	352.8	341.4	96.0
Beef, round steak	lb.	125.7	167.9	277.6	304.9	393.7	397.1	383.2	91.6
Beef, rolled rib roast, prime	lb.	125.5	174.3	280.0	304.9	389.8	392.0	380.3	87.6
Beef, blade roast, blade removed	lb.	132.7	162.3	300.6	328.6	444.4	452.4	434.5	70.4
Beef, stewing, boneless	lb.	136.7	168.3	333.1	367.0	509.3	527.6	509.3	69.5
Veal, front roll, boneless	lb.	139.3	174.0	320.1	335.3	448.1	475.7	453.8	78.8
Lamb, leg roast	lb.	109.9	152.8	249.6	273.1	315.1	333.3	326.3	93.2
Pork, fresh loin, centre cut	lb.	123.3	143.8	230.3	221.0	253.5	219.9	221.0	58.6
Pork, fresh shoulder, hock-off	lb.	127.0	143.4	229.3	242.1	306.9	258.5	259.5	49.4
Bacon, side, fancy, sliced, rind off	lb.	132.3	142.5	229.5	221.0	217.1	198.3	190.4	72.0
Lard, pure, package	lb.	151.3	159.6	211.4	180.2	289.9	187.6	170.6	19.0
Shortening, package	lb.	134.7	137.5	231.3	215.3	272.1	232.1	227.9	33.0
Eggs, grade "A", large, carton	doz.	156.4	181.3	173.1	163.7	206.4	165.7	162.5	56.8
Milk	qt.	111.0	95.4	164.2	166.1	177.1	191.7	191.7	20.9
Butter, creamery, prints	lb.	140.5	148.0	229.7	235.2	285.5	266.0	262.0	71.3
Cheese, plain, mild, $\frac{1}{2}$ lb.	pkg.	174.6	165.4	229.0	222.2	242.4	263.3	262.5	35.2
Bread, plain, white, wrapped	lb.	106.5	106.3	163.5	165.1	183.9	191.8	191.8	12.2
Flour, all purpose	lb.	127.3	124.2	209.1	221.2	224.2	230.2	230.2	7.7
Rolls oats, package	lb.	112.0	114.0	155.2	166.0	200.7	197.7	196.2	13.0
Corn flakes, 8 oz.	pkg.	101.1	100.0	162.0	163.0	179.3	192.1	193.2	18.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.	tin	129.9	137.7	206.6	176.4	213.0	289.2	293.0	31.5
Peas, 20 oz.	tin	117.5	121.7	147.5	145.7	154.0	168.0	168.8	21.6
Corn, cream, choice, 20 oz.	tin	128.3	132.7	185.0	172.8	176.6	192.0	192.9	21.3
Beans, dry	lb.	129.4	133.3	264.7	240.9	301.3	297.3	297.3	14.8
Onions, cooking	lb.	108.2	126.5	130.6	173.4	126.5	224.7	281.4	14.9
Potatoes, No. 1, table	10 lbs.	89.9	149.4	147.3	153.6	132.0	281.9	322.3	72.5
Prunes, bulk or in bag	lb.	115.8	120.2	182.5	201.7	242.1	245.1	242.5	27.9
Raisins, seedless bulk or in bag	lb.	104.0	108.6	127.2	130.5	156.0	174.5	173.9	26.2
Oranges, California	doz.	132.5	154.3	129.4	161.9	165.2	143.4	146.7	40.5
Lemons	$\frac{1}{2}$ doz.	111.3	148.6	136.3	159.8	175.9	180.2	179.6	29.3
Jam, strawberry, 16 oz.	jar	111.3	115.1	148.6	146.7	165.5	167.7	167.2	20.4
Peaches, 15 oz.	tin	101.5	106.1	143.1	140.6	151.4	154.7	154.7	23.5
Marmalade, Orange, 16 oz.	jar	118.3	128.9	143.6	141.4	152.5	159.1	159.9	21.8
Corn Syrup, 2 lb.	tin	138.0	157.7	181.0	176.9	198.3	210.0	210.6	36.5
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	150.8	164.8	191.7	199.5	196.4	12.6
Sugar, yellow, in branded package	lb.	131.3	134.9	155.6	171.4	201.2	212.0	208.9	13.5
Coffee, medium quality, in bag	lb.	141.6	131.7	188.5	263.1	309.5	315.0	314.7	108.6
Tea, black $\frac{1}{2}$ lb.	pkg.	145.2	131.6	176.2	177.2	184.4	187.2	187.2	54.4

* Descriptions and Units of Sale Apply to April 1952 Prices

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast), per lb.	Fresh Shoulder, hook-off, per lb.	Bacon, side, fancy, sliced, rind off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....	114.0		^b 84.7	70.4				75.8	72.5	^e 76.4
P.E.I.—										
2—Charlottetown.....	98.5	89.6	^a 82.8	^a 69.8	^a 66.0			55.6	49.0	.....
Nova Scotia—										
3—Halifax.....	98.7	91.4	^a 77.7	^a 69.6	71.0	68.5	91.6	57.8	49.5	75.7
4—Sydney.....	100.0	89.8	^a 79.7	^a 75.2	70.4		86.2	59.1	49.0	72.4
New Brunswick—										
5—Moncton.....	98.9	93.1	^a 89.4	^a 73.6	68.3			57.4	50.0	71.1
6—Saint John.....	100.0	92.3	^a 85.6	^a 71.2	71.9	72.0	90.8	60.4	51.5	79.2
Quebec—										
7—Chicoutimi.....	121.0	115.0		73.4	68.8		111.2	58.5	53.8	71.3
8—Montreal.....	107.3	102.6	^a 94.1	^a 69.3	66.8	65.7	96.0	56.5	46.8	63.1
9—Quebec.....	102.2	100.0	^a 83.0	^a 66.1	64.7	64.4	95.5	48.5	40.1	64.4
10—Sherbrooke.....	105.1	103.2	^a 90.4	^a 69.0	70.2	82.4		59.1	49.8	73.9
11—Sorel.....	108.1	103.8	^a 91.6	^a 70.7	62.8			53.9	45.9	68.2
12—Three Rivers.....	111.6	101.4	84.5	65.0	60.0			54.0	45.4	64.7
Ontario—										
13—Cornwall.....	88.0	86.4	85.4	65.2	71.0			54.8	46.9	64.0
14—Fort William.....	91.4	89.2	^a 86.0	^a 73.4	^a 74.0			62.0		73.8
15—Hamilton.....	90.7	88.4	87.5	68.4	68.1	79.5	93.3	60.4	^d 44.6	66.7
16—London.....	91.1	90.1	87.4	69.5	68.5		96.4	60.4	45.0	67.2
17—North Bay.....	87.5	86.7	82.2	69.8	67.9		95.0	59.1	^d 48.8	72.2
18—Ottawa.....	89.3	89.0	88.4	72.4	68.8		93.5	58.2	44.1	66.1
19—Sault Ste. Marie.....	91.1	91.3	83.2	70.3	74.2			62.0	49.9	70.7
20—Sudbury.....	86.9	86.3	79.8	^a 67.6	69.8		85.0	56.8	^d 52.9	62.5
21—Timmins.....	90.9	89.9	87.3	71.6	72.5	85.4		56.9	46.5	71.4
22—Toronto.....	91.5	89.0	91.6	70.7	68.8	73.1	93.4	58.3	42.9	68.0
23—Windsor.....	87.0	84.0	^a 83.4	^a 67.9	70.4		88.8	59.1	44.5	66.4
Manitoba—										
24—Brandon.....	90.8	83.0	91.7		64.5			56.7	52.3	72.9
25—Winnipeg.....	93.9	88.7	88.1	69.2	68.1	77.5	90.9	59.6	^d 57.5	73.6
Saskatchewan—										
26—Moose Jaw.....	87.1	82.9	84.4	^a 68.1	68.0	^a 76.7	85.4	59.6	48.8	73.9
27—Regina.....	92.8	89.0	89.1	^a 71.2	73.0	87.0	94.7	58.5	51.2	77.8
28—Saskatoon.....	77.0	74.0	77.9	^a 62.1	63.2			51.8	^d 47.6	67.6
Alberta—										
29—Calgary.....	88.8	84.5	90.2	74.9	68.5	88.0	86.5	55.2	^d 52.9	76.2
30—Drumheller.....	86.0	84.0	83.8	^a 67.2	65.6			60.8	50.7	81.1
31—Edmonton.....	84.9	82.4	85.8	^a 61.5	65.3	83.0	83.2	52.6	46.0	76.7
British Columbia—										
32—Prince Rupert.....	113.0	106.0	98.3		75.0		106.7	65.0	65.0	91.5
33—Trail.....	109.9	102.8	105.4	^a 81.9	82.2		107.0	73.4	64.3	86.5
34—Vancouver.....	109.2	98.3	102.9	82.1	78.9	89.2	98.0	67.9	^d 55.6	82.5
35—Victoria.....	109.8	100.9	101.0	76.2	81.2	90.0	99.9	67.4	53.3	82.9

FOODS AND COAL BY CITIES, APRIL, 1952

Bureau of Statistics

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 4-lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rollod Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....	.....	37.2	68.4	32.0	.....	35.6	11.3	8.7	15.5	19.9
P.E.I.—										
2—Charlottetown.....	19.2	33.9	47.9	17.0	75.3	37.3	11.3	8.2	12.9	19.1
Nova Scotia—										
3—Halifax.....	19.4	32.7	53.2	20.5	75.8	36.0	12.0	8.2	14.2	18.5
4—Sydney.....	17.4	33.0	55.7	22.0	77.9	37.3	12.8	8.4	13.7	19.0
New Brunswick—										
5—Moncton.....	19.7	33.1	52.5	20.0	75.6	35.3	12.0	8.2	13.5	18.4
6—Saint John.....	20.4	33.6	56.2	21.0	76.1	36.3	12.7	8.2	13.8	18.5
Quebec—										
7—Chicoutimi.....	22.9	35.5	60.7	20.0	70.9	37.0	13.6	8.4	.....	19.0
8—Montreal.....	17.6	32.6	51.7	20.0	69.7	34.7	12.0	7.5	13.1	17.4
9—Quebec.....	16.4	32.9	52.6	19.0	69.8	35.6	11.5	7.4	13.4	17.7
10—Sherbrooke.....	23.2	33.3	55.4	20.0	69.7	35.0	11.6	7.9	13.2	18.2
11—Sorel.....	16.3	32.0	50.3	19.0	69.9	33.9	12.0	7.6	13.6	17.6
12—Three Rivers.....	18.3	31.5	53.2	19.0	68.4	34.6	10.7	7.5	13.8	17.3
Ontario—										
13—Cornwall.....	16.2	32.0	51.9	19.0	71.1	34.9	10.7	7.4	13.5	18.0
14—Fort William.....	17.6	31.6	50.6	23.0	68.0	36.4	12.7	7.1	12.8	18.7
15—Hamilton.....	17.6	32.3	48.2	22.0	71.7	34.4	11.3	7.8	13.0	17.2
16—London.....	19.6	32.1	46.1	21.0	71.8	34.1	11.3	7.8	13.2	17.4
17—North Bay.....	21.3	33.2	52.3	22.0	71.3	34.4	12.0	7.9	14.1	18.6
18—Ottawa.....	18.1	33.2	51.7	22.0	72.1	35.3	12.0	7.8	13.4	17.6
19—Sault Ste. Marie.....	21.1	33.3	54.4	23.0	72.6	34.6	13.3	7.8	13.4	18.2
20—Sudbury.....	19.2	32.1	52.1	23.0	71.2	34.4	12.0	8.0	13.6	18.1
21—Timmins.....	19.3	31.2	51.5	25.0	72.3	34.6	12.0	8.0	12.1	18.4
22—Toronto.....	18.1	31.5	48.8	22.0	71.8	33.9	11.3	7.7	12.4	17.6
23—Windsor.....	18.0	32.2	48.6	22.0	71.8	34.2	11.3	8.1	13.4	17.4
Manitoba—										
24—Brandon.....	18.8	33.0	47.0	19.0	68.0	35.0	12.4	7.5	12.7	18.2
25—Winnipeg.....	17.7	31.0	46.7	20.0	68.1	35.2	14.0	7.1	12.1	17.6
Saskatchewan—										
26—Moose Jaw.....	16.9	32.9	42.5	19.7	67.3	34.8	12.8	7.1	12.4	17.8
27—Regina.....	17.9	33.4	45.2	20.0	66.9	36.1	12.8	7.2	12.7	18.8
28—Saskatoon.....	17.0	33.3	44.7	19.0	67.5	35.0	12.0	7.0	12.1	16.7
Alberta—										
29—Calgary.....	18.9	34.0	49.0	21.0	69.8	34.1	12.8	7.2	12.5	17.9
30—Drumheller.....	19.3	36.7	48.0	22.0	70.9	36.0	12.8	7.6	13.3	18.1
31—Edmonton.....	18.9	33.1	46.1	20.0	71.1	35.1	12.0	7.1	12.4	17.7
British Columbia—										
32—Prince Rupert.....	23.5	32.2	52.2	31.0	72.5	36.2	15.0	8.1	13.2	18.8
33—Trail.....	22.6	38.1	56.5	25.0	72.0	36.3	16.0	7.5	12.4	18.4
34—Vancouver.....	20.9	31.8	49.9	22.0	72.5	35.1	14.9	7.3	12.0	17.3
35—Victoria.....	20.6	31.8	54.6	24.0	72.4	35.6	14.9	7.6	12.2	17.8

TABLE F-4.—RETAIL PRICES OF STAFFE

Source: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 300's, per 4 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 24's (23 oz.), per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
1—St. John's.....	32.8	23.5	24.4	13.8	15.4	76.0	27.8	27.0	46.5	.....	62.0
P.E.I.—											
2—Charlottetown.....	28.6	22.0	22.3	14.9	14.7	53.1	k 26.0	n 28.1	43.5	34.0	56.2
Nova Scotia—											
3—Halifax.....	31.7	22.4	22.2	16.1	15.3	74.3	k 27.9	n 26.3	39.9	28.6	54.4
4—Sydney.....	33.6	22.1	22.5	13.9	15.2	76.1	k 29.2	n 27.1	39.6	32.9	56.2
New Brunswick—											
5—Moncton.....	30.0	21.7	20.9	14.6	16.4	64.9	k 26.6	n 25.9	40.2	30.9	54.0
6—Saint John.....	31.0	21.2	20.7	15.2	14.7	73.0	k 27.7	n 28.7	42.0	31.9	54.4
Quebec—											
7—Chicoutimi.....	31.4	22.8	21.5	.....	17.8	75.2	.....	.....	45.0	30.2	61.0
8—Montreal.....	28.6	19.2	20.1	14.7	15.4	69.2	k 29.7	k 24.7	37.2	24.7	51.2
9—Quebec.....	30.7	21.0	18.6	13.8	15.7	70.3	k 27.2	n 27.1	37.2	27.8	55.0
10—Sherbrooke.....	30.0	21.7	20.9	14.1	15.2	79.0	n 29.6	n 26.8	40.8	26.8	54.8
11—Sorel.....	28.9	19.4	19.1	13.5	14.9	69.0	27.4	23.8	39.3	.....	49.8
12—Three Rivers.....	29.8	20.7	19.6	13.2	15.3	70.9	28.3	25.1	38.4	28.1	53.1
Ontario—											
13—Cornwall.....	29.6	20.6	19.6	12.9	15.8	76.3	k 29.0	n 24.0	36.0	28.5	51.2
14—Fort William.....	32.0	21.0	19.1	15.1	14.7	73.7	k 27.4	n 25.1	45.0	30.1	55.3
15—Hamilton.....	31.0	19.9	19.3	16.1	14.8	76.5	k 29.6	n 25.5	40.5	29.4	50.0
16—London.....	30.0	20.7	19.9	14.6	15.4	79.2	k 28.1	n 24.2	38.1	28.4	49.4
17—North Bay.....	34.7	22.7	.....	12.7	11.9	79.8	n 26.8	n 26.5	37.2	27.7	53.6
18—Ottawa.....	31.1	21.1	19.8	13.8	15.2	76.2	k 28.8	n 27.6	37.8	27.5	49.6
19—Sault Ste. Marie.....	30.0	21.2	20.6	14.1	14.9	83.4	i 31.1	n 24.6	41.1	30.1	53.3
20—Sudbury.....	32.7	21.8	20.4	13.3	15.4	82.5	k 28.0	k 26.4	40.5	30.4	52.6
21—Timmins.....	32.4	22.0	20.1	13.8	15.3	82.7	k 27.7	n 25.4	41.1	32.6	54.9
22—Toronto.....	29.8	19.7	18.9	16.4	14.5	77.3	k 27.3	k 24.6	36.6	27.0	48.9
23—Windsor.....	26.7	.....	19.0	14.7	12.5	72.2	k 29.3	n 23.7	40.2	29.0	51.0
Manitoba—											
24—Brandon.....	33.0	23.1	21.9	15.8	15.6	67.4	k 29.3	n 28.7	44.7	26.5	t 68.0
25—Winnipeg.....	31.7	21.9	20.7	15.5	15.0	63.8	k 27.9	k 26.8	42.9	p 25.6	t 66.4
Saskatchewan—											
26—Moose Jaw.....	33.8	22.2	22.6	13.8	15.9	70.8	k 28.0	k 27.9	41.4	30.2	t 72.2
27—Regina.....	34.6	21.6	23.5	15.3	14.0	61.8	k 26.0	k 29.4	40.5	32.6	t 73.4
28—Saskatoon.....	31.6	22.4	23.4	15.7	15.9	57.4	k 28.4	k 28.4	45.0	36.0	t 70.4
Alberta—											
29—Calgary.....	33.1	21.2	23.1	15.4	15.5	72.6	k 28.2	n 27.0	40.8	31.7	t 69.6
30—Drumheller.....	36.3	20.3	23.7	15.9	14.1	71.9	k 25.5	k 27.4	41.1	30.6	t 74.7
31—Edmonton.....	34.7	21.1	23.9	14.9	15.8	56.1	k 28.3	k 26.8	41.7	26.1	t 71.0
British Columbia—											
32—Prince Rupert.....	33.0	m 20.3	m 20.4	16.9	12.4	75.0	27.3	n 25.1	40.2	27.7	t 69.7
33—Trail.....	34.4	22.5	23.5	17.4	12.6	73.9	k 28.7	n 26.3	42.6	33.7	t 70.7
34—Vancouver.....	30.9	m 19.6	m 19.0	15.6	12.3	81.6	k 24.7	n 23.2	39.0	p 21.7	t 63.5
35—Victoria.....	30.8	m 18.8	m 19.0	17.0	14.1	79.2	26.6	n 26.4	37.8	p 21.4	t 69.0

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

FOODS AND COAL BY CITIES, APRIL, 1952

Bureau of Statistics

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—	s					v	w		
1—St. John's.....	48.9	50.0	42.7	13.0	.....	116.9	59.9	.....	22.63
P.E.I.—						v			
2—Charlottetown.....	23.8	45.4	39.0	13.0	12.8	120.0	51.8	.....	17.00
Nova Scotia—						v			
3—Halifax.....	23.9	46.0	37.7	11.5	12.9	115.5	51.8	.....	19.00
4—Sydney.....	23.6	49.2	38.2	12.7	13.8	117.9	51.3	.....	13.35
New Brunswick—						v			
5—Moncton.....	22.9	42.0	37.7	12.1	12.5	112.9	51.2	.....	18.50
6—Saint John.....	22.8	45.8	37.5	11.8	12.3	114.5	52.6	.....	19.75
Quebec—						v			
7—Chicoutimi.....	.....	53.8	38.1	12.6	12.9	121.2	49.4	28.18	.....
8—Montreal.....	22.9	43.0	34.4	11.1	12.1	109.6	56.4	28.55	.....
9—Quebec.....	22.1	47.8	35.7	11.5	11.9	113.3	57.2	26.50	.....
10—Sherbrooke.....	23.4	42.1	35.4	11.7	12.5	111.4	58.4	27.75	.....
11—Sorel.....	21.7	44.7	34.2	11.2	11.3	110.2	55.0	25.83	.....
12—Three Rivers.....	24.3	43.9	35.4	11.7	11.8	111.2	56.2	27.00	.....
Ontario—									
13—Cornwall.....	21.8	40.8	34.2	12.0	12.2	113.5	55.7	28.75	.....
14—Fort William.....	21.7	41.7	38.3	13.0	14.0	105.5	54.0	26.82	.....
15—Hamilton.....	22.2	37.0	34.0	12.0	13.4	107.1	55.7	26.00	.....
16—London.....	22.5	41.0	34.0	12.2	13.3	106.4	55.6	26.50	.....
17—North Bay.....	.....	.....	36.0	13.4	14.2	118.4	56.2	28.50	.....
18—Ottawa.....	22.3	42.5	33.2	11.8	12.7	109.4	55.6	28.50	.....
19—Sault Ste. Marie.....	.....	38.3	37.0	12.6	13.0	104.0	56.7	26.25	.....
20—Sudbury.....	23.7	38.0	36.4	12.5	13.1	104.9	55.4	28.25	.....
21—Timmins.....	23.1	42.8	36.5	12.9	13.7	107.7	55.2	31.00	.....
22—Toronto.....	21.2	41.4	32.9	11.4	12.8	105.4	54.9	25.25	.....
23—Windsor.....	21.8	42.1	33.9	12.3	13.5	103.6	55.0	26.50	.....
Manitoba—									
24—Brandon.....	26.0	47.5	38.1	14.7	15.6	108.8	53.7	.....	18.50
25—Winnipeg.....	23.6	46.6	36.8	14.5	15.6	100.6	52.9	.....	20.15
Saskatchewan—									
26—Moose Jaw.....	25.2	44.9	38.7	14.2	15.4	102.3	53.0	.....	17.25
27—Regina.....	24.8	47.9	39.7	14.2	15.6	106.5	53.8	.....	18.10
28—Saskatoon.....	24.4	48.9	37.2	14.7	15.7	101.2	51.4	.....	17.50
Alberta—									
29—Calgary.....	25.4	42.8	38.6	13.3	14.5	101.9	53.0	.....	14.77
30—Drumheller.....	26.4	45.0	41.0	13.8	15.5	105.5	53.7	.....	.....
31—Edmonton.....	24.6	44.4	37.4	13.3	14.8	107.9	52.8	.....	8.30
British Columbia—									
32—Prince Rupert.....	24.9	41.8	38.4	12.4	14.4	105.2	54.8	.....	21.25
33—Trail.....	26.4	44.0	37.1	13.4	14.9	101.6	53.9	.....	19.25
34—Vancouver.....	23.8	36.9	34.8	11.1	12.7	98.5	52.7	.....	20.41
35—Victoria.....	22.9	39.2	35.2	12.0	13.2	104.0	52.8	.....	21.75

(g) Mixed—carton and loose. (h) Evaporated milk 18.0c per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris				Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	Jan., 1952	Aug., 1947	1949	1938	1935	June, 1914	June-Aug., 1939	1938	1935-39 = 1000	1st Quarter 1949 = 1000
1922	(a) 120.4	(b) 119.7		(i) 183	(l) 185				(c) 164		110.1	(d) 110.1	
1926	121.8	122.5		(i) 172	176				162	125	106.3	(f) 106.3	
1929	121.7	122.5		(i) 164	151				161	118	106.6	1150	
1930	94.4	92.4		(i) 151	151	(a) 108		(k) 107.5	131	99	93.2		
1939	101.3	99.4	100.0	(i) 138	178	108		122.5	138	103	99.9	1029	748
1940	101.3	99.4	100.0	(i) 138	205	129		141.7	151	113	103.4	1051	782
1941	119.7	119.2	100.4	(i) 184	205	130		138.2	174	138	108.2	1111	810
1942	119.7	119.2	100.4	(i) 199	226	150		157.5	207	279	128.8	1270	872
1943	118.9	(n) 125.7	100.4	(i) 201	235	285		160.3	209	283	132.2	1270	884
1944	118.9	(n) 128.6	213.5	(i) 203	295	393		162.1	217	279	134.1	1278	891
1945	123.6	(n) 139.6	266.7	(i) 203	291	645		162.1	217	279	139.9	1309	919
1946	123.6	(n) 139.6	300.3	(i) 203		1339	437.5	172.4	254	281	147.8	1392	992
1947	135.5	(n) 171.9	318.9	(i) 108	(p) 99	1639	481.5	177.7	222	278	153.2	1528	1009
1948	155.0	(n) 171.9	336.0	(i) 111	(p) 100	1818	484.9	207.5	(e) 169.7	318	170.0	1669	1066
1949	160.8	(n) 171.9	336.0	(i) 114	(p) 101	1945	5320	207.5	(e) 169.7	318	170.0	1906	1183
1950	165.5	(n) 171.9	336.0	(i) 124	(p) 109	(s) 130.1	5323	207.5	166.4	318	170.0	2067	1169
1951	184.5	185.6	388.0	(i) 124	109	129.3	5394	208.8	166.4	318	171.6		
May	182.0	185.4		(i) 124		130.0	5392	209.5	167.3	318	172.2		
June	184.1	185.2		(i) 124		130.0	5373	209.5	168.3	319	172.1		
July	187.6	185.5	417.0	(i) 126		133.0	5371	213.3	168.8	321	172.3	2191	1207
August	185.5	185.5	412.2	(i) 127	111	133.0	5386	215.5	169.9	322	172.2		
September	189.8	186.6		(i) 128		135.7	5419	216.6	170.8	327	173.4		
October	190.4	187.4		(i) 129		140.4	(k) 5419	217.3	171.0	328	179.5	2303	1237
November	191.2	188.6		(i) 129	113	142.9	(k) 5416	217.3	170.5	331	181.6		
December	191.1	189.1		(i) 130		145.9	5399	217.7	170.5	329	181.9		
1952	191.5	189.1		(i) 132		148.1			170.8				
January	190.8	187.9		(i) 100-1									
February	190.8	188.0											
March	189.1												
April	188.7												

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914 = 100. (m) Average June-December. (n) Average June-December. (o) New series on January 15, 1952 base, 1947 base. (p) Average of quarterly indexes. (q) Annual averages 1938-1950 are on base 1938 = 100. (r) New series on base 1949 = 100. (s) New series on base 1933 = 100. (t) Average of quarterly indexes. (u) New series on base 1949 = 100. (v) Average of quarterly indexes. (w) New series on base 1949 = 100. (x) Average of quarterly indexes. (y) New series on base 1949 = 100. (z) Average of quarterly indexes.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	Mar. 1951	Feb. 1952	Mar. 1952
All Commodities— Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	211.2	240.2	241.9	232.6	230.8
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	202.0	218.6	220.6	218.2	218.2
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	251.3	287.7	302.6	264.8	259.1
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	246.7	285.9	328.5	260.4	255.7
IV. Wood, Wood Products and Paper.....	95.7	123.7	130.3	87.2	107.5	258.3	285.5	288.4	294.1	291.9
V. Iron and Its Products.....	95.3	164.5	98.2	89.5	104.8	183.6	208.7	201.5	218.1	218.2
*VI. Non-Ferrous Metals and Their Products.....	133.9	183.0	134.9	87.5	100.0	159.5	180.6	174.5	179.7	179.1
VII. Non-Metallic Minerals and Their Products.....	90.7	96.6	109.0	99.1	99.7	164.8	169.8	169.3	174.2	174.4
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	157.8	187.3	184.8	187.3	184.7
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	212.8	237.9	239.4	227.8	225.5
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	211.0	242.4	244.0	236.2	234.6
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	249.9	289.8	290.3	289.6	288.1
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	242.7	286.2	282.6	287.9	286.8
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	236.7	265.1	272.9	251.2	248.3
Field.....	.....	.....	137.2	69.3	83.7	191.9	193.4	198.8	205.1	213.3
Animal.....	.....	.....	144.4	69.2	101.5	281.4	336.9	347.1	297.3	285.3

† Gold is included from 1935 to date.

* Artificially converted from base 1925=100.

The indexes for 1952 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1951-1952†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1952*						
January.....	15†	15	5,749†	5,749	75,220	0.08
February.....	12	22	12,388	13,048	47,603	0.05
March.....	17	26	2,895	5,204	65,502	0.07
April.....	20	35	8,352	12,055	178,605	0.19
Cumulative totals.....	64		20,384		366,930	0.10
1951						
January.....	18†	18	6,255†	6,255	16,988	0.02
February.....	16	20	4,760	4,944	20,103	0.02
March.....	23	29	4,523	4,988	16,960	0.02
April.....	17	22	3,723	3,950	10,199	0.01
Cumulative totals.....	74		19,261		64,250	0.02

* Preliminary figures.

† Strikes untermiated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1952

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to April, 1952				
MANUFACTURING—				
<i>Textiles, Clothing, etc.—</i>				
Hosiery factory workers, Granby, P.Q.	1	255	2,220	Commenced February 27; for a new agreement providing for increased wages and one-year contract following reference to arbitration; terminated April 12; conciliation; in favour of workers.
Corduroy factory workers, St. Hyacinthe, P.Q.	1	56	445	Commenced March 3; for a new agreement providing for increased wages following reference to arbitration board; terminated April 10; conciliation, civic; compromise.
Rayon factory workers, Louiseville, P.Q.	1	(³) 682	16,200	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; unternminated.
Clothing factory workers, Sherbrooke, P.Q.	1	310	6,200	Commenced March 13; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay and guaranteed 36-hour week following reference to arbitration board; unternminated.
<i>Printing and Publishing—</i> Bookbinders, Toronto, Ont.	55	1,097	5,400	Commenced February 25; for equal cost-of-living bonus for men and women in new agreement under negotiations following reference to conciliation board; terminated April 7; conciliation, compromise.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, Nicolet, P.Q.	1	30	600	Commenced September 27, 1951; for a new agreement providing for increased wages and cost-of-living escalator clause following reference to conciliation board; unternminated
<i>Metal Products—</i>				
Roller bearing factory workers, St. Thomas, Ont.	1	308	1,200	Commenced March 13; protesting dismissal of five workers for refusal to work on more than one type of machine, alleging speed-up; terminated April 4; conciliation; workers, five workers reinstated.
Iron and brass foundry workers, Welland, Ont.	1	84	840	Commenced March 19; for a new agreement providing for increased wages and non-contributory hospitalization plan; terminated April 15; negotiations; compromise.
Structural steel fabricators and assemblers, Sault Ste. Marie, Ont.	1	45	540	Commenced March 21; for a new agreement providing for increased wages, check-off and duration of agreement with open-end wage clause following reference to conciliation board; terminated April 17; negotiations; compromise.
Electrical apparatus factory workers, Welland, Ont.	1	193	3,400	Commenced March 24; for increased wages and reduction in hours from 44 to 40 per week with same take-home pay; terminated April 25; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Vitreous tile factory workers, Kingston, Ont.	1	200	3,500	Commenced March 20; for a new agreement providing for increased wages, union shop, pension and hospitalization plan following reference to conciliation board; unternminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1952⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to April, 1952—Concluded				
Miscellaneous Products— Bedding factory workers, Montreal, P.Q.	1	380	7,980	Commenced March 26; for a union agreement providing for increased wages, check-off, payment for seven statutory holidays, etc. following reference to arbitration board; untermiated.
TRANSPORTATION— Other Local and Highway— Truck drivers and ware- housemen, Ottawa, Ont.	1	14	200	Commenced January 21; for elimina- tion of 3-cents-per-hour differential between Ottawa and Toronto wage rates; partial return of workers; un- terminated.
Bus drivers and mechanics, Sydney, N.S.	1	37	555	Commenced March 21; for a new agreement providing for increased wages and guaranteed minimum of 54 hours per week following refer- ence to conciliation board; termi- nated April 18; negotiations; com- promise.
TRADE— Ready mixed concrete, truck drivers, Ottawa, Ont.	1	12	12	Commenced March 31; alleged dis- crimination in dismissal of two workers; terminated April 1; con- ciliation; in favour of employer.
Strikes and Lockouts Commencing During April, 1952				
MINING— Coal miners, Thorburn, N.S.	1	150	150	Commenced April 9; protest that new method of timbering unsafe; termi- nated April 9; return of workers pending reference to Provincial Department of Mines; indefinite.
MANUFACTURING— Vegetable Foods, etc.— Bakery workers, Moncton, N.B.	1	141	141	Commenced April 20; protesting shut- down of one department and result- ing lay-offs; terminated April 20; return of workers; in favour of em- ployer.
Boots and Shoes (Leather)— Shoe factory workers, Quebec, P.Q.	1	144	360	Commenced April 3; for a new agree- ment providing for closed shop; terminated April 7; negotiations; compromise, maintenance-of-mem- bership.
Fur, Leather and Other Animal Products— Fur dressers and dyers, Midland, Ont.	1	70	550	Commenced April 1; alleged discrimi- nation in dismissal of president of newly organized union; termi- nated by April 15; return of workers; in favour of employer.
Textiles, Clothing, etc.— Cotton factory workers, Montreal and Valleyfield P.Q.	6	(4) 5,868	117,000	Commenced April 2; for a new agree- ment providing for increased wages following reference to arbitration board; untermiated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1952⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During April, 1952—Continued				
Miscellaneous Wood Products— Basket factory workers, Grimsby, Ont.	1	162	1,940	Commenced April 15; for implement- ation of award of conciliation board for increased wages, time and one half for overtime, two week vacations with pay, pay for six statutory holidays and Rand for- mula; unternminated.
Sawmill and box factory workers, Grand Forks, B.C.	1	7	55	Commenced April 21; for a union agreement; unternminated.
Metal Products— Electrical apparatus factory workers, Brantford, Ont.	1	194	3,200	Commenced April 7; for implementa- tion of majority report of concilia- tion board for increased wages in new agreement under negotiations; unternminated.
Non-Metallic Minerals, Chemicals, etc.— Vitreous tile factory workers, St. Thomas, Ont.	1	37	275	Commenced April 7; protesting dis- missal of a worker for cause; termi- nated April 16; conciliation; in favour of employer.
Building products factory workers, Montreal, P.Q.	1	283	625	Commenced April 9; for a new agree- ment providing for increased wages; terminated April 12; return of workers; in favour of employer.
Rock wool insulation factory workers, Burdick, Sask.	1	9	18	Commenced April 21; for a new agree- ment providing for increased wages; terminated April 22; negotiations; compromise.
CONSTRUCTION— Buildings and Structures— Building trades workers, Victoria, B.C.	1	(⁵) 70	70	Commenced April 2; refusal to work with six non-union workers; termi- nated April 2; conciliation; in favour of workers.
Floor covering installers, Kitchener, Ont.	1	20	20	Commenced April 7; alleged dis- crimination in dismissal of a worker; terminated April 7; conciliation, civic, and return of workers pend- ing reference to arbitration; in- definite.
Pipefitters, apprentices and helpers, Sydney, N.S.	1	36	108	Commenced April 28; dispute over holiday pay for Good Friday; un- terminated.
Miscellaneous— Hoisting engineers, com- pressor operators, etc., Hamilton, Ont.	1	(⁶) 25	20	Commenced April 7; for increased wages; terminated April 7; negotia- tions; in favour of workers.
TRANSPORTATION— Other Local and Highway— Bus line office workers, Montreal, P.Q.	1	82	1,600	Commenced April 2; alleged dis- crimination in dismissal of nine workers; unternminated.
Bus drivers and mechanics, Brandon, Man.	1	10	18	Commenced April 29; for inclusion of mechanics and shopmen in new agreement and retroactive date of wage increase following reference to conciliation board; unternminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1952⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During April, 1952—Concluded				
TRADE— Brewery warehouse and retail stores workers, Hamilton, Dundas, Grimsby, Burlington, Ont.	6	94	188	Commenced April 22; for change in five-day-work-week schedule to permit some Saturdays off; termi- nated April 23; return of workers pending settlement; indefinite.
SERVICE— <i>Public Administration—</i> Civic employees, St. John's, Nfld.	1	250	875	Commenced April 1; alleged violation of seniority in promotion of a worker to foreman's job; terminated April 4; conciliation, and return of workers pending reference to arbitration; indefinite.
<i>Business and Personal—</i> Garage workers, St. John's, Nfld.	15	700	2,100	Commenced April 28; for a new agree- ment providing for increased wages and other changes; unterminted.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 120 indirectly affected; (4) 319 indirectly affected; (5) 30 indirectly affected; (6) 179 indirectly affected.

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